

Glasgow Hawks Rugby Football Club (“the Club”) recognises that all those involved in the coaching or supervision of children associated with the club have a duty to safeguard the welfare of those children. This duty extends to the prevention of physical, sexual or emotional abuse of children associated with the Club and shall be applied regardless of a child’s sex, race or religion.

The Club’s Child Protection Officer is :

The Club’s Junior Convenor is : Bob Coats

A copy of the CHILD PROTECTION AND GOOD PRACTICE document is available from either of the above named club officials or from the Club Secretary.

Coach – Athlete Relationship

Coaches – particularly of children – hold a powerful and unique leadership role, often carrying considerable authority and status. A closeness and mutual trust often accompany this role usually only held between parent and child. Coaches often unwittingly or wittingly assume this power and authority, and occasionally this influence spills over into a child’s personal life.

One of the challenges coaches repeatedly face is how to manage this potential power and balance the responsible and safe boundary between coach and performer. The challenge to do this is exacerbated by the need for coaches to build high levels of trust from children – particularly those involved in elite performance –

to encourage them to change their behaviour to develop the level of commitment required to achieve their potential.

Coaches of young children start by using their authority role to build a strong relationship or bond. Over time this hopefully positive influence can grow to be extremely strong and it is from this influence that trust grows.

Where trust is given, there exists the potential for the abuse and misuse of power by a coach. This may be as a result of thoughtlessness, negligence or occasionally wickedness. Even the passive abuse of power by a coach e.g. by questioning loyalty or commitment, may produce a dangerous level of conformity and emotional dependency in a child.

By seeking conformity and commitment to their own values and ideals, coaches may be exaggerating the need to conform at the price of the child's own personal development, self-determination and independence. All coaches should be able to recognise, the negative consequences of the power they may hold and the trust placed in them, by children and parents.

Coaches Charter

§ Coaches must respect the rights, dignity and worth of every player and treat everyone equally within the context of our sport.

§ Coaches must place the well being and safety of the performer above the development of performance. They should follow all guidelines laid down by the Scottish Rugby Union ("the SRU") and be registered on the SRU coaches' database.

§ Coaches must develop an appropriate working relationship with players based on mutual trust and respect. Coaches must not exert any undue influence to gain any personal benefit or reward.

§ Coaches must encourage and guide players to accept responsibility for their own behaviour and performance.

§ Coaches must ensure the activities they direct or advocate are appropriate for the age, maturity, experience and ability of the individual.

§ Coaches should at the outset clarify with players (and where appropriate their parents) exactly what is expected of them and what players are entitled to expect of their coaches.

§ Coaches should co-operate fully with other specialists (e.g. other coaches, physiotherapists, club officials' etc.) in the best interest of the player.

§ Coaches should always advocate the positive aspects of Rugby and never condone rule violations or the use of prohibited substances.

§ Coaches must respect a player's right to his or her own personal development, independence and self-determination.

§ Coaches must consistently display high standards of behaviour and appearance.

§ Coaches must be prepared to complete our club's "Children's Coach Registration Form" and follow the procedures laid down by the Club.

Procedures for Coaches

All coaches shall comply with the Coaches Charter.

All coaches shall complete the Club's "Child's Coach Registration Form".

All new coaches/organisers will be made aware of our policy on Child Protection and Good Practice.

Coaches shall follow the guidelines issued on how to deal with the disclosure or suspicion of abuse.

Coaches shall follow the guidelines issued on how to deal with the disclosure or suspicion of abuse.

Coaches shall know whom their Club Child protection co-ordinator is.

All activities shall be planned to minimise situations in which abuse may occur.

The coaches shall observe the following guides to good practice:

- § Following an open door policy in changing rooms and showers;

- § Prohibit the use of camcorders and cameras in changing rooms and showers. Allow parents access to changing areas when appropriate;

- § Do not participate in one to one coaching other than during a normal coaching session and always in the presence of other coaches and players;

- § Do not allow or engage in inappropriate touching of any form;
- § Do not make sexually suggestive comments about or to a child, even in fun;
- § Do not refer to a child's ethnicity, religion, gender, disability or sexuality in a way that is derogatory;
- § Do not allow children to use inappropriate language unchallenged;
- § Do not engage in sexually provocative games or horseplay;
- § Do not do things of a personal nature for children that they can do for themselves;
- § Immediately report incidents of inappropriate language, behaviour or abuse by another coach;
- § Immediately report incidents of inappropriate language, behaviour or abuse by a child.

Parents shall be encouraged to attend matches and coaching sessions and to accept responsibility for ensuring their child's safety.

A good Conduct Guide for spectators and parents will be distributed with fixture lists at the start of the season and to new members.

A current membership list or appropriate checklist shall be available at all activities.

An appropriate first aid kit, (coaches shall not attempt to treat injuries unless qualified to do so), to be on hand at all activities.

An Incident Book shall always be on hand to record incidents that may have repercussions for the club, coach or player.

Whilst at coaching/home fixtures and travelling to away fixtures etc. children will be kept under the closest supervision and, when appropriate, a “Stay Behind” coach will be nominated.

Coaches shall not meet children away from the Rugby Club situation or meeting place without a parent or other adult being present.

Procedures to be followed by coaches where abuse is disclosed or suspected.

Create a safe environment by:

- § Staying calm and not rushing into actions which may be inappropriate.

- § Confirming you know how difficult it must have been to confide in you.

- § Reassuring the child and stressing he/she is not to blame.

- § Listening to and believing what the child says; show you are taking the matter seriously.

- § Be honest and do not make promises you cannot keep. Explain you may have to tell other people in order to stop what is happening.

- § Be clear about what the child says so that it can be passed on to child protection professionals. Keep questions to a minimum and avoid closed questions (i.e. ones that can be answered by a single word e.g. yes/no). Use open questions to encourage the child to use his/her own words. Do not lead the child, or suggest words or ideas on what may have happened.

Record:

§ What the child has said to you, in a legible and accurate format, in the Incident Book.

§ Facts and observations, not your opinion.

§ The child's name, address, date of birth.

§ The date and time of the incident.

§ Exactly what the child said and what you said.

§ Actions taken and contact with parents/agencies. Remember names, addresses and phone numbers.

Ensure:

§ You date and sign the record.

§ The Club Child Protection Officer witnesses the record.

§ You maintain confidentiality; breaches of confidentiality can be very damaging to the child, family and any child protection investigations that take place.

§ You do not take sole responsibility. Consult with the Club Child Protection Officer or another coach as soon as possible, so that you can begin to protect the child and gain support for yourself in a difficult situation.

§ You do not contact parents if you consider the child to be a victim of sexual abuse or at increased risk.

Registration Form – Glasgow Hawks RFC

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Section Coaches

(All details on this form shall be treated as confidential)

Surname

Previous Surname

Forenames

Present Address

Postcode

Telephone No.

Former Address (if new to area)

Postcode

Current Employer's Name, Address & Phone No.

Coaching Qualifications (Rugby/Other)

References (Not a relative)

Name

Address

Phone

Name

Address

Phone

Have you ever had action taken against you in relation to child abuse, sexual offences or violence? YES/NO

Are you known, or have you ever been known to any social services department or the Police as an actual/potential risk to children? YES/NO

Do you consent to a Police and/or Social Services check? YES/NO

A failure to disclose information will result in exclusion from the Club.

Signed

Date

Please complete and return in a sealed envelope to the Club's Child Protection Officer

Procedure to be followed by the Club where abuse is disclosed or suspected.

§ The coach/concerned person shall conform to the Procedures to be followed by coaches where abuse is disclosed or suspected.

§ The Club Child Protection Officer shall consult the appropriate agencies; i.e.

Social Work Department, phone number 0141 959 7457 or 0800 811 505

Standby Social Works (out of hours service) Freephone via operator

Police phone number – Partick Police Station – 0141 532 3500

§ The Child Protection Officer will obtain the names and phone numbers of those consulted.

§ The Child Protection officer will follow the advice given by the appropriate agencies.

§ The Child Protection officer shall inform the Club's Junior Convenor, that an incident has occurred and of the action taken.

Abuse Indicators: NSPCC Booklet "PROTECTING CHILDREN a guide for Sportspeople"

Types of Abuse

Physical Indicator

Behavioural Indicator

Physical

§ Unexplained bruises, marks, injuries

§ Bruises which reflect hand marks

§ Cigarette burns

§ bite marks

- § Broken bones
- § Scalds
- § Fear of parent being contacted
- § Aggressive or angry outbursts
- § Running away
- § Fear of going home
- § Flinching
- § Depression
- § Keeping arms, legs covered
- § Reluctance to change clothes
- § Withdrawn Behaviour

Neglect

- § Constant hunger
- § Unkempt state
- § Weight loss/underweight
- § Inappropriate dress

- § Missing doctor/hospital appointments
- § Truancy-late for school
- § Constantly tired
- § Few friends
- § Regularly alone and unsupervised

Emotional

- § Development delayed
- § Sudden speech disorder
- § Neurotic behaviour
- § Unable to play/take part
- § Fear of making mistakes
- § Sudden speech disorders
- § Self harm/mutilation
- § Fear of parents being contacted

Sexual

- § Pain/itching in genital area
- § Bruising/bleeding in genital area

- § Sexually transmitted disease
- § Vaginal discharge/infection
- § Stomach pains
- § Pregnancy
- § Sudden changes in behaviour
- § Becoming aggressive/withdrawn
- § Apparent fear of one person
- § Running away
- § Nightmares
- § Unexplained sources of money
- § Sexual drawings/language
- § Bedwetting
- § Overeating/anorexia
- § Self mutilation/suicidal
- § Secrets which cannot be told to anyone
- § Substance/drug abuse
- § Advanced sexual knowledge
- § Behaving beyond their age
- § Not allowed to have friends
- § Sexually explicit behaviour
- § Telling about the abuse