

## Safeguarding Children in Rugby Union



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

**NSPCC**   
Cruelty to children must stop. FULL STOP.





# CODE OF RUGBY

Everyone involved in rugby union in England, whether as a player, coach, referee, administrator, parent or spectator is expected to uphold the Core Values of our sport.



**TEAMWORK**  
**RESPECT**  
**ENJOYMENT**  
**DISCIPLINE**  
**SPORTSMANSHIP**

Play to win - but not at all cost.  
Win with dignity, lose with grace.  
Observe the Laws and regulations of the game.  
Respect opponents, referees and all participants.  
Reject cheating, racism, violence and drugs.  
Value volunteers and paid officials alike.  
Enjoy the game.

# Contents

## **1**

### **Section 1**

- Introduction
- Context of Safeguarding in Rugby Union
- RFU Safeguarding Policy, Guidance + Procedures
- RFU Network of Support and Designated People
- Your Responsibilities
- Key Principles

## **2**

### **Section 2**

#### **Best Practice in Rugby**

- Introduction
- Your Practice
- Practice & Behaviour
- Acceptable Behaviour
- Poor Practice
- Best Practice Guidance
- Responsibility of Individuals and Clubs
- Children in a club

## **3**

### **Section 3**

#### **Defining Abuse**

- Introduction
- The Four categories of Child Abuse
- Bullying
- Signs and Indicators
- Concerns & Actions

## **4**

### **Section 4**

#### **What to do if...**

- Introduction
- Dealing with possible abuse, disclosures and allegations
- Initial Issue / Concern reporting form

## **5**

### **Section 5**

#### **Where Next?**

## Introduction

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The RFU is committed to providing the best possible experience for all children playing rugby union in England and ensuring that they feel safe and are protected from any form of harm, discrimination or exploitation. By putting in place the best practices and procedures, we will protect children in the game. Making sure that children are safe and having fun will keep them in our sport, so it is important that all of us involved are aware of and fulfil our responsibilities.

This resource together with the three-hour workshop aims to provide a rugby-specific basic awareness of safeguarding and protecting children.

# Section One

## Context of Safeguarding in Rugby Union

Underpinning the RFU Safeguarding Policy, Guidance & Procedures is government legislation and government guidance as well as the NSPCC's Standard for Safeguarding and Protecting Children in Sport which establish standards of best practice.

### Government Guidance and Legislation:

#### 1. Working Together to Safeguard Children

"Working Together to Safeguard Children" (March 2013) is government guidance which sets out how organisations and individuals should work together to safeguard and protect children. Every agency and individual should play their full part, working together, to meet the needs of our most vulnerable children. The guidance explains how practitioners should conduct assessments of children as well as creating child-centric systems. For further details visit [www.workingtogetheronline.co.uk](http://www.workingtogetheronline.co.uk)

The key message to take from "Working Together" is that safeguarding is everyone's responsibility.

#### 2. The Children Acts 1989 and 2004

This legislation defines:

- that a child is an individual under the age of 18.
- the role of Children's Social Care (or the equivalent) and other Statutory Agencies such as the Department for Education (DofE).
- the principle that the welfare of the child is paramount.

#### 3. Legislation in relation to the recruitment and selection of volunteers and staff includes:

- Safeguarding Vulnerable Groups Act 2006.
- Protection of Freedoms Act 2012.

The legislation supports the safe recruitment of volunteers and staff through effective policies and procedures including screening staff and the DBS Disclosure Barring Service.

#### 4. The Equality Act 2010

The Equality Act 2010 replaces earlier anti-discrimination laws and draws it all under one Act. The aim is to simplify the law, eliminate the inconsistencies that existed and provide an Act that is more easily understood by people and thus ensuring compliance. The legislation applies to the rugby environment as much as any other.

The Act protects against discrimination based on an individual's age, disability, gender (including gender reassignment), race, religion and belief, sexual orientation, marriage or civil partnership or pregnancy or maternity, all known collectively as "protected characteristics".

The implementation of the RFU's Core Values of Teamwork, Respect, Enjoyment, Discipline and Sportsmanship throughout the club will support the requirements of this legislation.

# Section One

## The RFU Safeguarding Policy, Guidance and Procedures ('the Policy')

The Policy is mandatory for all those participating in rugby union. It clearly sets out:

- Working Together - Roles and Responsibilities of the RFU, Constituent Bodies and Clubs.
- Best Practice Guide - the aim is to create a culture where everyone feels confident to raise legitimate concerns without prejudice to their own position.
- Positions of Trust - defining adults' position of trust in relation to children and associated responsibilities.
- How to React to Concerns - the responsibility to respond to any concerns that they or others may have about a child or the behaviour of an adult.
- DBS Disclosure - states who must have a DBS disclosure.
- How the RFU will respond to suspicions or concerns - the Incident Referral Process and safeguarding investigation process.

A copy of the policy can be found by visiting [englandrugby.com/safeguardingpolicy](http://englandrugby.com/safeguardingpolicy).

The Policy provides best practice methods and help to all those involved in rugby to meet their obligations and comply with its terms.

### RFU network of support and designated people

In order that the Policy is implemented effectively there has to be recognition that the RFU, its Constituent Bodies, member clubs and schools must work together, each with a role to ensure that children enjoy rugby union in a safe environment. As part of this process, the RFU have a volunteer network of designated officers - Constituent Body Safeguarding Managers and Club Safeguarding Officers.

### Your Responsibilities

If you are coaching or working with children you are in a position of trust. You therefore need to ensure that you:

- know your moral and legal responsibilities.
- define best practice and recognise poor practice in rugby.
- recognise the signs that a child may be being abused or bullied.
- know how to react to concerns about a child or the behaviour of an adult towards them.

Attending the Play it Safe Workshop and using this resource will provide support and assistance.

### Key Principles

1. The welfare of the child is paramount.
2. All participants regardless of age, gender, ability, disability, race, faith, size, language or sexual identity have the right to protection from harm.
3. All allegations and suspicions of harm will be taken seriously and responded to swiftly, fairly and appropriately as per the Policy.
4. Everyone will work in partnership to promote the welfare, health and development of children.
5. The interests of those who work with children will be protected.



## Section Two Best Practice

If you work with children in rugby you are placed in a position of trust, which involves status and responsibility. Being a positive role model and displaying high moral and ethical standards will have a positive impact on the children you work with in rugby. To ensure this is managed and expectations are clear, the RFU have developed a number of areas of guidance:

- RFU Safeguarding Policy Guidance and Procedures which may be found at [englandrugby.com/safeguardingpolicy](http://englandrugby.com/safeguardingpolicy).

- RFU Safeguarding Toolkit
- the Safeguarding pages of the RFU Website.

Poor practice can arise through lack of thought, not knowing any different or perhaps taking an easier option to gain results. There are many examples of best practice in rugby and to ensure these are maintained and consistent, you may want to reflect on your practice from time to time.

### Your Practice

Whatever role you have within rugby: coach; team manager; referee...you are in a position of trust. How would you describe your practice?

# Handout 1

## Best Practice Scenarios

The RFU promote the aim of achieving best practice in rugby.  
Work through these scenarios to start the process.

Scenario		
One	As a club you ensure all new volunteers are provided with a club welcome pack and an induction; give some examples of what this covers and how safeguarding is included.	Club welcome pack:
		Induction:
Two	The coach of each age group completes a register for each coaching session and notes any players that leave the session early. These are all held in a locked flame proof filing cabinet in the club. Why is this seen as best safeguarding practice?	
Three	Your club has just been awarded the RFU Accredited Club Award. Give some examples of how this has helped you implement safeguarding in your club?	



Scenario		
<b>Four</b>	The club notice board displays the photo and details of all the age group coaches and team managers for everyone to see. Alongside this is the information about our club safeguarding officers. What are the safeguarding benefits to the club of this openness?	
<b>Five</b>	What are the best methods for a coach to communicate with his / her players?	
<b>Six</b>	A good coach always makes sure he / she gives positive feedback to his / her players. Why?	
<b>Seven</b>	Before taking children on a tour a club always carries out a risk assessment. What safeguarding aspects might this involve?	

## Handout 2a

### Coaching Practice and Behaviour

How often in the last 3 months have you.....	Always	Sometimes	Rarely	Never
Encouraged players to contribute ideas about training or matches?				
Asked the players their aspirations within the game?				
Actively listened to players and their wants and needs?				
Encouraged players to make their own decisions?				
Adapted your training plan or behaviour as a result of a player's input?				
Told the players what to do?				
Ignored or over-ruled a player's ideas or input?				
Publicly told a player off?				
Made decisions for a player / s?				
Shouted negative comments about a player from the sideline?				
Focused on the result of a match rather than how the players played and if they enjoyed it?				
Contacted a player via a social media networking site (e.g. Facebook)				

## Handout 2b

### Practice and Behaviour

In your role are you.....	Always	Sometimes	Rarely	Never
Consistent with your behaviour and what you say?				
Non-judgmental?				
Fair?				
Friendly and open?				
Punctual and reliable?				
Dressed appropriately?				
A role model for young people in the club?				
Actively implementing the RFU Core Values?				
Vocal in your support of good practice in the club?				
Able to recognise inappropriate behaviour?				
Comfortable challenging inappropriate behaviour?				
Valued in the club?				

## Handout 2b

### Practice and Behaviour

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It is important that you relate to children in a consistent and positive manner.

**If some of the answers were a surprise to you, you may want to consider:**

- How you communicate with children.
- Are you familiar with the RFU Core Values?
- Do you know where to find support?

#### Acceptable behaviour

Within the Policy, the RFU clearly stipulates best practice guidance when working with children in rugby union.

We all have different values and beliefs and boundaries of acceptable and unacceptable behaviour. It is important that when working within the rugby context you manage your beliefs and adhere to the RFU Core Values.

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## Handout 3

### Acceptable or Unacceptable

1. Work through the list of statements and decide if you think the behaviour is acceptable or unacceptable.
2. For each statement identify what makes the behaviour acceptable or unacceptable.
3. If behaviour is unacceptable, identify a solution where the behaviour will become acceptable.

	Acceptable	Unacceptable
1. A member of the coaching team helping the players to get changed		
Reason:		
2. A referee picking up a player and taking to the match		
Reason:		
3. A team manager giving alcohol to the players		
Reason:		
4. A fight breaks out on the pitch, the coach runs on to break it up		
Reason:		
5. A club committee member taking a player home		
Reason:		

	Acceptable	Unacceptable
6. A first XV player coaching a squad of players		
Reason:		
7. A team manager talking with a coach about a young person's social life away from the club		
Reason:		
8. An adult sharing a room with one of the players on an away trip		
Reason:		
9. A coach forcing the team to do 5 laps of the pitch as a punishment		
Reason:		
10. A coach having a relationship with one of the players		
Reason:		
11. The Club Safeguarding Officer challenging a parent on the touchline		
Reason:		



	Acceptable	Unacceptable
12. A coach hugging one of the players in celebration for scoring the winning try		
Reason:		
13. A coach encouraging drinking games (using soft drinks) with the U14s whilst on tour		
Reason:		
14. The team manager asking players to strip so the coach can weigh them		
Reason:		
15. A touch rugby game involving the U16 squad and adults		
Reason:		
16. A player being encouraged to continue when injured		
Reason:		
17. A team manager posting pictures of the team via a social networking site		
Reason:		

	Acceptable	Unacceptable
18. A coach texting a player		
Reason:		
19. A first aider giving a paracetamol to a parent for their child		
Reason:		
20. A member of the catering team asking for help to use Facebook		

## What is poor practice?

Poor practice covers a range of behaviour reference should be made to the following documents:

- RFU Regulations.
- RFU Safeguarding Policy Guidance & Procedures.
- RFU Core Values.
- RFU Equity Policy.

All these can be found on the Safeguarding pages of the RFU website under 'Managing Rugby'.

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## Section 2

# Best Practice Guidance

Best practice will ensure that all children and the individuals who work with them will enjoy the game in a safe environment. When working with children, coaches and officials should adhere to the following guidance:

1. Clubs should ensure that their volunteers and employees when working with children avoid working in isolation out of the sight of parents or other volunteers e.g. individual skill session after a team training session. They must work in pairs and never alone with a group or individual.
  2. Contact skills must be taught in a safe, secure manner paying due regard to the physical development of the players involved. A number of principles should be followed when teaching contact rugby:
    - The reasons for physical contact should be explained wherever practicable so that children and their parents are comfortable with this approach.
    - Physical handling must only be used for safety reasons or where there is no other way of coaching the technique (Level 1 Coaching Award in Rugby Union).
    - The activity should always be conducted in an open environment and in the presence of another appropriately vetted adult.
  3. Any inappropriate or aggressive contact or touching between adults and children is unacceptable.
  4. If groups are to be supervised in changing rooms, always ensure that individuals work in pairs, and that gender is appropriate. Children must not change at the same time or in the same place as adults.
  5. Where mixed teams compete away from home they must always be accompanied by at least one male and one female adult.
  6. Coaches must place the wellbeing and safety of the player above the development of performance.
- For example:
- Avoid overplaying of players (particularly talented players). All players need and deserve equal opportunity to play and to rest.
  - Remember that children play for fun and enjoyment and that winning is only a part of it.
  - Motivate players through positive feedback and constructive criticism.
  - Never allow young players to train / play when injured. If unsure err on the side of caution.
  - Ensure equipment and facilities are safe and appropriate to the age and ability of the players.
7. At least one coach per age group must hold a current RFU coaching award or a recognised award. All other coaches should be working towards one if they do not already hold one.
  8. Coaches must keep up to date with knowledge and technical skills and should be aware of their own limitations. Coaches must only work within the limitations of their knowledge and qualifications.
  9. Coaches must ensure that the activities, which they direct or advocate, are appropriate to the age, maturity and ability of the players.
  10. Coaches, managers, volunteers and parents must always promote the positive aspects of their sport (e.g. fair play) and never condone law violations or the use of prohibited substances.

11. Volunteers and coaches should consistently display high standards of personal behaviour and appearance and refrain from pursuits considered unhealthy in front of their players. They must not make sexually explicit comments to children or language that makes them feel uncomfortable, lose confidence or self-esteem is unacceptable as is the use of obscene or foul language.
12. Children must not be allowed to drink alcohol or be encouraged to drink alcohol if they are under the legal age to do so.

### Responsibility of individuals and clubs

Everyone in rugby has a responsibility to ensure they are safeguarding all those involved and minimising the risks where possible. It is understood that accidents can and do happen and it is not possible to predict every eventuality.

### Children in a club

Any person in charge of children has a responsibility to take reasonable care for their safety. Those responsible for the management or supervision of children in a club setting should consider what steps they may need to take in order to demonstrate a reasonable level of care. Examples of this:

- Keeping up to date registers of attendance.
- Keeping up to date records of contact details.
- Maintaining appropriate supervision ratios.
- Maintaining up to date information on specific medical conditions - allergies, asthma, epilepsy.
- Ensuring that first aid provision is available at the venue.
- Ensuring that those responsible for supervising have been subject to appropriate recruitment and selection processes.

Those responsible for sports activities should carry out a risk assessment. The risk assessment should identify any potential risks or hazards, whether they are deemed to be a low / medium / high risk and what action has been taken to minimize or control the risk.

It is not necessary to complete an assessment on each individual activity or session if this occurs on a regular basis. An annual or seasonal assessment would be sufficient. If, however, potentially hazardous equipment is used as part of the activity then this equipment must be checked before the start of each and every session.

The moral responsibility is more correctly an accountability for safety and welfare. Members of staff have a responsibility for those children and other staff, that are under their control, for example the coach is responsible for all those taking part in their training session irrespective of their age or position. The key point throughout is that the individual, should be appropriately trained and authorised.

In addition to this, those in charge of children have an additional responsibility and that is to act "in loco parentis". This is best explained as requiring the adult to act as "a reasonable parent". You will note that this is not necessarily the actual parent. So that whilst a parent may say that their child can stay out until midnight - a reasonable parent might not.

Within sports organisation the responsibility would start by ensuring the session is authorised and the coaches are qualified for the task but then would go on to ensure that it is managed in a safe manner throughout.

### Regulations

Regulation 15 and 21 should always be referred to and adhered to accordingly.

## Section 3

# Defining Abuse

It is not always situations of poor practice which give cause for concern. Abuse and bullying can and does occur in a wide number of settings. It is important that all those working in rugby are aware of the signs, indicators and types of abuse that may occur outside of rugby and on occasions within the game.

### The four categories of child abuse:

#### 1. Neglect

This is the persistent failure to meet a child's essential needs for food, warmth and care, both physical and emotional.

In a rugby situation neglect may occur when:

- young players are left alone without proper supervision
- a young player is exposed to unnecessary heat or cold
- a young player is not provided with necessary fluids for re-hydration; or
- a young player is exposed to an unacceptable risk of injury.

#### 2. Physical Abuse

This occurs when individuals including other children, deliberately inflict injuries on a child, or knowingly do not prevent such injuries. It includes injuries caused by hitting, shaking, squeezing, biting or using excessive force. It also occurs when children are given alcohol or inappropriate drugs or there is a failure to supervise their access to these substances.

In a rugby situation physical abuse may also occur when:

- young players are exposed to exercise / training which disregards the capacity of the player's immature and growing body
- young players are exposed to over-playing, over-training or fatigue
- any person exposes young players to alcohol and gives them the opportunity to drink alcohol below the legal age or fail to supervise access to alcohol; or

- young players are provided with or encouraged to take prohibited substances including performance enhancing drugs.

#### 3. Sexual Abuse

Girls or boys can be abused by adults (both male and female), or other children. This may include encouraging or forcing a child to take part in sexual activity; or grooming a child in preparation for abuse (this could be in person or via the internet).

In a rugby situation sexual abuse may occur when:

- an adult uses the context of a training session to touch young players inappropriately;
- coaches, managers or volunteers use their position of power and authority to coerce or groom young players into a sexual relationship; or
- coaches or managers imply better progression of the player in return for sexual favours.

#### 4. Emotional Abuse

This occurs when individuals persistently fail to show children due care with regard to their emotional welfare, when constantly shouted at, threatened or taunted, or be subjected to sarcasm and unrealistic pressures (this includes cyber-bullying). Name calling or racial abuse falls into this category.

Over-protection, preventing young people from socialising, or bullying to perform to high expectations may also be considered to be emotional abuse. The young person may lose self-confidence and may become withdrawn and nervous.



In a rugby situation, emotional abuse may occur when coaches, volunteers or parents:

- provide repeated negative feedback (verbally or electronically)
- frequently ignore a young player's efforts to progress
- demand performance levels above the young player's capability
- over-emphasise the winning ethic.

## Bullying

Bullying is not always easy to define and will not always be an adult abusing a child. It is often the case that the bully is another child. Bullying is the use of aggression with the intention of hurting another person. It results in pain and distress for the victim.

Bullying can be verbal, physical or emotional.

In a rugby situation bullying may occur when:

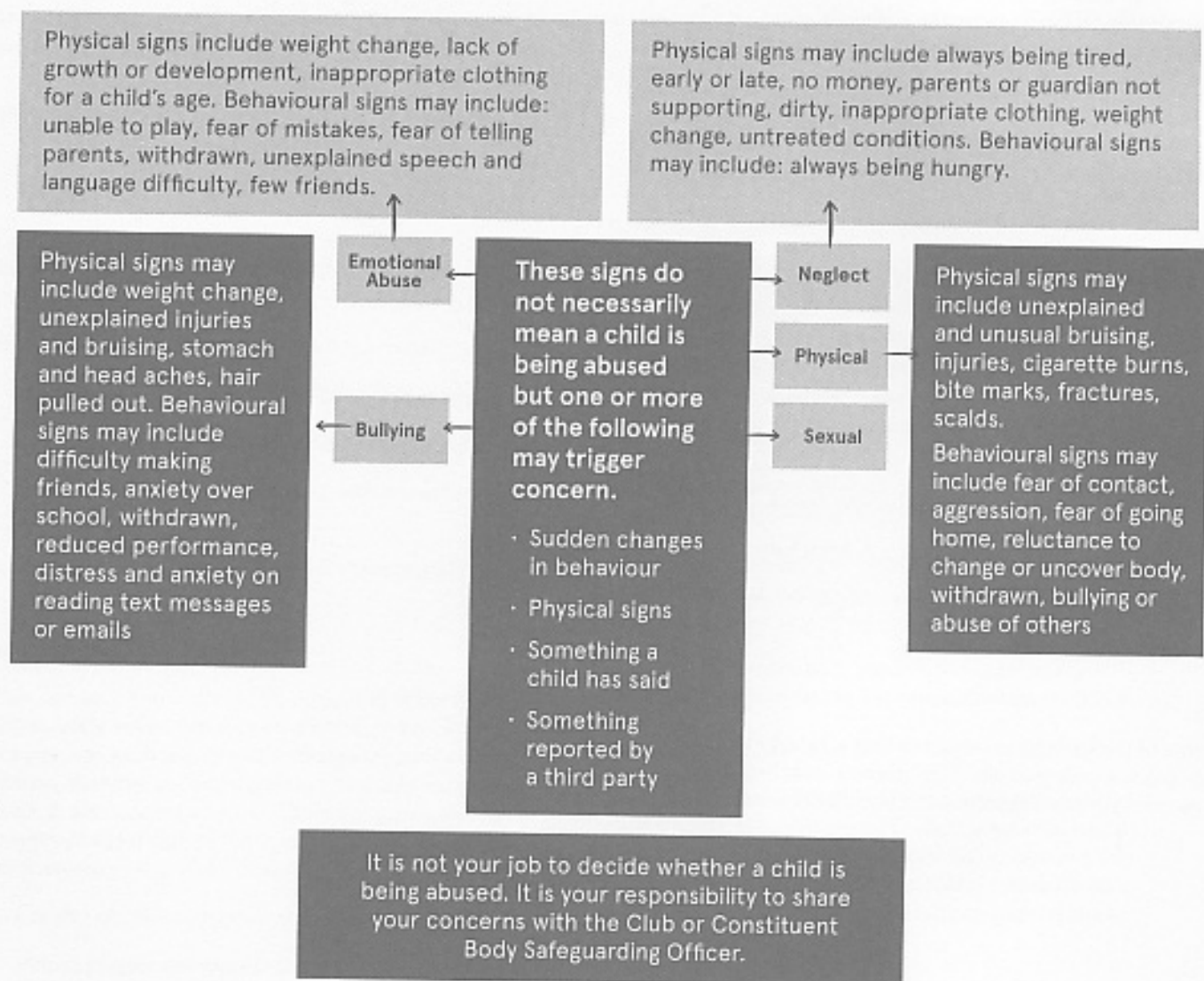
- a coach adopts a win at all costs philosophy
- a player intimidates others
- an official is over-officious.

It is of paramount importance that all rugby clubs have in place a policy to which all players, coaches, and parents subscribe prohibiting such behaviour.

## Section 3

### Defining Abuse

#### SIGNS AND INDICATORS of child abuse



## Handout 4

### Concerns and Actions

It is important that you are familiar with RFU Safeguarding Children Policy, Guidance & Procedures.

Scenarios	Identify any concerns	Actions
1. The coach seen kissing their partner in the car park		
2. Whilst on tour, the coach asking the team to meet in his room the evening before a match to discuss tactics for the game		
3. The team manager showering with the team after training		
4. The coach shouting and swearing at the referee, disagreeing with his / her decision		
5. Every training session, a parent drops off their child at the club half an hour before training starts and is then half an hour late to collect them.		
6. A first XV player demonstrating how to tackle with one of the players from the U15s		
7. One of the players has been very withdrawn over the last couple of training sessions. The coach begins to notice and sees there is bruising on the player's arms and legs		

Scenarios	Identify any concerns	Actions
8. A parent shouting at their daughter for not performing well in the match, on the side of the pitch after a match		
9. The coach of the squad is often seen shouting from one side of the pitch to the other during training. All of the players except two respond and act upon any given instruction. The two players not responding have hearing impairments		
10. A member of the club showing players pornographic photos		
11. A player turning up for training wearing kit which has not been washed for at least two weeks		
12. A club displaying 'trophy' from various matches and tours on the walls of the clubhouse		
13. Parents shouting at the referee		
14. Parent arriving to collect their child, walking unsteadily towards the clubhouse		
15. A single parent leaving their nine year old child to walk home alone from training as they need to go to work in the evenings		

Scenarios	Identify any concerns	Actions
16. A father hitting his son because he felt his son had not put in enough effort in training		
17. A female coach having a relationship with one of her 15 year old players		
18. A player overheard taunting another player saying he should go back to his own country and not be playing in the club		
19. A player in the U9s calling another player 'gay'		
20. A member of the bar staff inviting one of the U16 squad to go bowling		

## Section 4

### What to do if...

The RFU have clear guidance and procedures for managing concerns about a child. It is important that if you have cause for concern about the welfare of a child do not hesitate to contact the appropriate person. Neither poor practice nor suspicions of harm should be ignored.

It is important that you know who to contact. Refer to page 31 for the contact details for the RFU Safeguarding Team. You will also need to find out the contact details for your constituent body safeguarding manager, your local Children's Social Care (or equivalent), Police Child Protection Unit, Adult Social Care and your Club Safeguarding Officer.

The RFU Safeguarding Team will manage any concerns reported in accordance with the Policy and in partnership with statutory agencies as necessary. Please remember it is not the responsibility of those working in rugby union to decide whether abuse is occurring but it IS their responsibility to ACT on any concern.

If the behaviour is contrary to the club or the RFU Policy and children are at risk then action **MUST** be taken. Adults must also be alert to any unusual incidents or activities which take place where staff, coaches or volunteers are putting children and themselves in a vulnerable position.

In all cases of reported poor practice / abuse the following principles should be adopted:

#### DO

- **Stay calm** - do not rush into inappropriate action. React calmly in order not to alarm the person.
- **Reassure** the child - that they are not to blame and confirm that you know how difficult it must be to confide.
- **Listen sympathetically** - to what the child says and show that you take them seriously.
- **Keep questions to a minimum** - the law is very strict and child abuse cases have been dismissed where the child has been led or words and ideas have been suggested. Only ask questions to clarify.

- **Ensure you clearly understand what the child has said** - in order that the information can be passed on to the appropriate agencies.
- **Consult with the Club Safeguarding Officer or CB Safeguarding Manager** - ensuring that you communicate all the information accurately.
- **Maintain confidentiality** - all incidents will be treated with an open mind and handled in a fair and equitable manner. Information will only be shared on a need to know basis. Confidentiality must be maintained until a case is proven.
- **Ensure the safety of the child** - if urgent medical attention is required then call an ambulance, inform the doctors of the concerns and ensure they are aware that this is a child protection issue.

#### DO NOT

- **Panic** - or allow your feelings to be evident.
- **Make promises you cannot keep** - explain to the child that you will need to tell other people.
- **Make the child repeat the story unnecessarily.**
- **Delay.**
- **Speculate or make assumptions.**
- **Approach the alleged abuser.**
- **Take sole responsibility.**

In all cases if you are not sure what to do you can gain help from the NSPCC 24 Hour helpline **0800 800 5000**

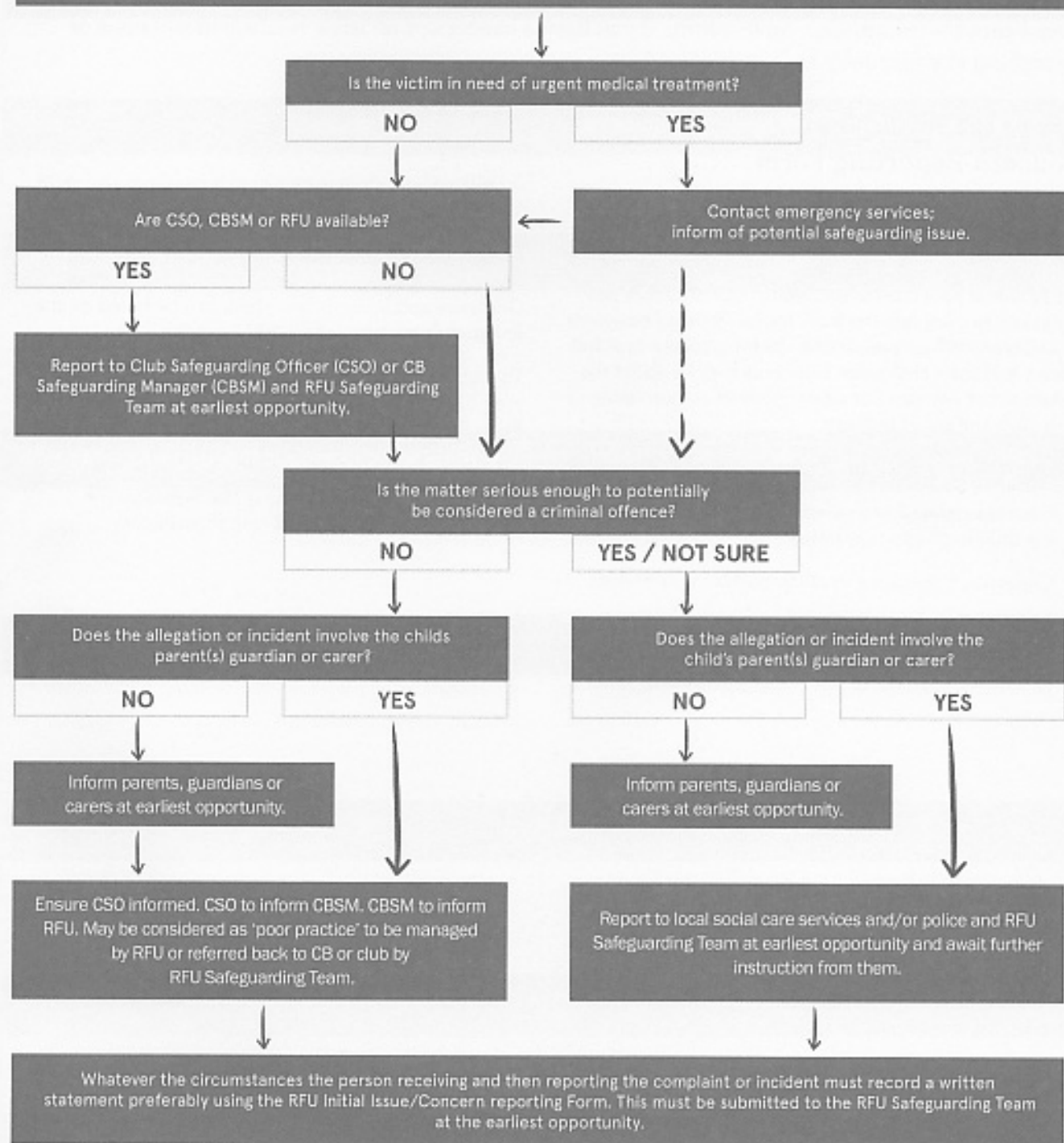
OR the RFU Child Protection Line **0208 831 6655**



## Dealing with Possible Abuse

A child has disclosed concerning information to you OR you have witnessed or had reported to you an incident or complaint involving the behaviour of an adult in relation to a child, which may be considered abuse or poor practice.

### STAY CALM - REASSURE - NO PROMISES - FEW QUESTIONS - FOLLOW GUIDE



## Section 4

# Initial Issue / Concern Reporting Form

Please provide information on this form, if you have a concern or an issue relating to someone or something at your rugby club.

### Use of the Initial Issue / Concern Reporting Form

#### What should be reported?

The welfare of the child is paramount. In order to assist the RFU and your club in upholding this principle you are asked to complete the form for any issues / concerns or incidents. When completing the form please give full names and their club roles. Concerns may be about the behaviour of any child or adult involved or spectating at your club and could include:

- General concerns about a child's welfare.
- Concerns related to a safeguarding incident e.g. bullying or poor practice.
- Concerns, Suspicions or allegations of misconduct.

- Breaches of the RFU Core Values or your club Code of Conduct.
- Allegations of abuse made by or against any child or adult.

If you would like further details of what should be reported please refer to the RFU Safeguarding Policy, Guidance and Procedures, which can be found on the Safeguarding pages of the RFU website.

To discuss a specific concern or issue please contact your Club Safeguarding Officer or your Constituent Body Safeguarding Manager in the first instance.

Please send this form to your Club Safeguarding Officer, your CB Safeguarding Manager and the RFU Safeguarding Team at [rmg@therfu.com](mailto:rmg@therfu.com)

Name of child/adult	Address
Male/Female	Age/Date of Birth
Club	Age Grade
<b>What is the concern? (include details of the person whose behaviour has raised concerns)</b>	
<b>When and where did this concern/incident occur?</b>	
<b>Do you have any other comments?</b>	
Your name	Address
Club	Club Role
Email Address	Mobile Phone No.

## Section 5

### Where next?

Throughout the workshop and this resource you have been asked to consider and promote 'best safeguarding practice in rugby union' for children. You now have an opportunity to reflect on your current practices and consider how you can integrate best practice into your role.

#### You may want to ask the following questions:

- Where am I / the club now in relation to safeguarding and protecting children?
- Where do I / we want to be?
- How am I / are we going to get there?

#### Identify now:

- A short term (within the next week) action you will fulfil on completing the workshop.
- A medium term (within the next three months) action you will fulfil on completing the workshop.
- A long term (within the next year) action you will fulfil on completing the workshop.

## Contact Details



### Club Safeguarding Officer:

.....

### Constituent Body Safeguarding Manager:

.....

### RFU Safeguarding Team:

#### Richard Smallbone

Senior Safeguarding Manager

[richardsmallbone@rfu.com](mailto:richardsmallbone@rfu.com)

T: 0208 831 7832

#### Kath Bennett

Safeguarding Case Manager

[kathbennett@rfu.com](mailto:kathbennett@rfu.com)

T: 0208 831 7479

#### Annie Davis

Safeguarding Manager

[anniedavis@rfu.com](mailto:anniedavis@rfu.com)

T: 0208 831 7480

#### Chris Rawlings

Safeguarding Compliance Co-ordinator

[chisrawlings@rfu.com](mailto:chisrawlings@rfu.com)

T: 0208 831 7454

### NSPCC Helpline

T: 0808 800 5000

[www.nspcc.org.uk](http://www.nspcc.org.uk)

(for adults - 24hrs)

### Child Protection in Sport Unit

T: 0116 234 7278

[www.thecpsu.org.uk](http://www.thecpsu.org.uk)



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