



Norwich Union RFC
Safeguarding
Children and Vulnerable Adults
Policy
October 2015

Club Safeguarding Children and Vulnerable Adults Policy

Norwich Union RFC acknowledges its responsibility in safeguarding the welfare of all children and vulnerable adults involved in Norwich Union RFC from harm.

Norwich Union RFC 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.

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 Children & Vulnerable Adults 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 adult club member, and managed appropriately in relation to their participation in rugby union, whether they are

playing, volunteering or officiating in the community or professional areas of the sport.

Norwich Union RFC 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.

Norwich Union RFC recognises that this is the responsibility of everyone involved, in whatever capacity, at the club.

Norwich Union RFC will implement and comply with the RFU Code of Conduct and the Codes of Conduct for Coaches, Spectators and Officials as appropriate.

Norwich Union RFC will ensure its spectators, parents, members and officials are all aware of and have accepted the club Photographic Policy as set out on the club player registration form and on the Norwich Union RFC Pitchero and Facebook web pages.

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

The Club Safeguarding Officer is Wayne Knight. 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 will then inform the ECRU Safeguarding Manager and the RFU Safeguarding Executive. If an incident involves the Club Safeguarding Officer you should inform ECRU Safeguarding Manager or the RFU Safeguarding Executive.

All members of Norwich Union RFC who have a regular supervisory contact with children or a management responsibility for those working with children must undertake an RFU Enhanced Criminal Records Bureau disclosure.

Norwich Union RFC 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 ECRU 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.

Norwich Union RFC manages the changing facilities and arranges for them to be supervised by adults (RFU CRB checked) of the appropriate gender for the players using the facilities

Norwich Union RFC ensures that all its coaches, parents, officials and spectators are aware that adults must not change at the same time, using the same facilities as children or vulnerable adults.

Norwich Union RFC will ensure that its coaches and team administrators will receive the support and training considered appropriate to their position and role.

The RFU "Managing Challenging Behaviour" Policy has been adopted and is available on the Pitchero and Facebook web pages.

Any events held on Norwich Union RFC 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 Norwich Union RFC must comply with the relevant RFU Regulations and Guidance relating to tours.

Signed

Michelle Knight

Hon Secretary on Behalf of Norwich Union RFC