



HOLT RFC SAFEGUARDING POLICY: 2023/24

RFU CODE OF RUGBY

Everyone involved in rugby 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.**

Holt Rugby Football Club is committed to safeguarding and promoting the welfare of children in the sport. All children are entitled to feel safe and protected from any form of abuse and neglect, and have the right to take part in sport in a safe, positive and enjoyable environment.

A child is defined as any person under the age of 18.

This Policy should be read in conjunction with the RFU Safeguarding Policy, RFU Safeguarding Toolkit, RFU Regulation 21 and RFU Regulation 15. This policy is designed to supplement the above policies and procedures.

This Policy is about providing a child centred rugby experienced and has a focus on the overall development of the player whilst adhering to the Core Values of Teamwork, Respect, Enjoyment, Discipline and Sportsmanship. All members of Holt RFC should work in partnership to promote the welfare, health and development of the children.

1. Holt RFC acknowledges its the responsibility to safeguard the welfare of all children involved at Holt RFC from harm.
2. Holt RFC confirms that it adheres to the RFUs safeguarding policy and procedures, practices and guidelines, and endorse and adopt the Policy Statement in that document and any successor policy.

[SafeguardingAdultspolicyandprocedures.pdf \(englandrugby.com\)](#) (adult's policy)

[safeguardingpolicybooklet.pdf \(englandrugby.com\)](https://www.englandrugby.com/safeguardingpolicybooklet.pdf) (children's policy)

3. A child is anyone under the age of 18 engaged in any rugby union activity. However, where a 17-year-old player is playing in the adult game, it is essential that every reasonable precaution is taken to ensure his safety and wellbeing are protected.
4. The Key Principles of the RFU Safeguarding Policy are that: -
 - The welfare of the child 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 and appropriately.
 - Working in partnership with other organisations, statutory agencies, parents, carers, children and young people is essential for the welfare of children.
 - Children have a right to expect support, and personal and social development delivered by an appropriately recruited, vetted and managed individual in relation to their participation in rugby union, whether they are playing, volunteering or officiating in the community or professional areas of the sport.
5. Holt 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.

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

Code of Conduct

6. Holt RFC will implement and comply with the RFU core value and Codes of Conduct for Coaches, Spectators and Officials as appropriate.

[Codes of Practice \(englandrugby.com\)](https://www.englandrugby.com/codes-of-practice)

Incident Reporting

7. The Club Safeguarding Officer is Claire Robson and her details are on the website and main noticeboard: -

safeguarding@holt RFC.com

Mobile: 07968 744135

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. Claire will then inform the CB Safeguarding Manager and the RFU Safeguarding Team. If an incident involves the Club Safeguarding Officer, you should inform the Chairman and either the CB Safeguarding Manager or the RFU Safeguarding Team.

Safeguarding Best Practice

8. All adults who are in contact with young people should in the first instance complete a volunteer application form: -

[safeguardingVolunteerForm.pdf \(englandrugby.com\)](#)

9. All members of Holt RFC who work with children in Regulated Activity must undertake an RFU Disclosure and Barring (DBS) check in accordance with RFU Regulation 21. Please use the following link for Q&As you may have: -

[DBS_FAQs.pdf \(englandrugby.com\)](#)

10. Once the RFU has received and approved the individual's DBS disclosure, their GMS record will be updated. Until such time, they must be supervised by another DBS checked coach. An individual may have received their DBS disclosure but the RFU Safeguarding team may be making further enquiries about the information on the disclosure; until their GMS record indicates a DBS by the way of a green mark against their name, supervision of that individual is mandatory. If an individual is helping with a training session, it must be within sight and under the direction of a qualified and suitably vetted coach. Sessions should always be conducted openly and visibly. If, for example, training equipment (eg scrum machine or fitness equipment) is used out of sight of other coaches, more than one coach should be involved in this training session.
11. Holt RFC will ensure that all its members, whether they are coaches, parents, players or officials will comply with Best Practice Guidance as outlined in the RFU Safeguarding toolkit. In summary, the following are **NOT** acceptable and will be treated seriously by the club and may result in disciplinary action taken by the club, the CB or the RFU: -
- Working alone with a child.
 - Contacting U18s via email, phone or social media.
 - Consuming alcohol whilst responsible for children.
 - Providing alcohol to children or allowing its supply.
 - Smoking in the presence of children.
 - Humiliating children.
 - Inappropriate or unnecessary physical contact with a child.
 - Participating in, or allowing contact or physical games with children.
 - Having an intimate or sexual relationship with any child developed as a result of being in a 'position of trust'.

- Making sexually explicit comments or sharing sexually explicit material.

Social Media

12. Holt Rugby Club expects members to use social media in a respectful and responsible manner. Social media should not be used to insult, present offensive or inappropriate content or to misrepresent the club or any member of the club or the external rugby community.

- When communicating by phone, where possible Club Officials and coaches should speak to the parent of a child.
- Club Officials and coaches should not communicate with individual children by text or on-line at any time, on any matter, unless there is an immediate risk to the welfare of that child which can be lessened by such contact.
- If a club needs to communicate club-related information to children by email (such as training or match details), it should use email groups comprising email addresses given by parents. It is inadvisable for a coach to communicate by email on a one-to-one basis with a child; if replying to an email from a child the parent should be copied in to the response.
- Coaches and Club Officials should not communicate with children through social networking sites such as Facebook. Coaches should not be “friends” with the children they coach.
- Any Member wishing to set up any social media interaction which contains any Holt RFC branding, must seek approval of the General Committee and agree to moderate the content in accordance with this policy.

[Holt RFC Social Media Policy 2022-23](#)

Photography

13. The following ensure compliance with the policy on photographic images are as follows:-

- Ensure parents/guardian/young person have granted their consent for the taking and publication of photographic images and have signed to say this.
- All young people must be appropriately dressed for the activity taking place.
- Photography or recording should focus on the activity rather than a particular.
- Young person and personal details which might make a young person vulnerable, such as their exact address, must never be revealed.
- Where an individual has achieved success in the game (e.g. when selected for representative side or showing triumph over adversity) permission must be gained from parent/guardian and young person to use photographs/recordings and relevant details.
- Where possible, to reflect the RFU Equity Policy, photographs/recordings should

represent the diverse range of young people participating in rugby.

- Anyone taking photographs or recording at any rugby event must have a valid reason for doing so and seek the permission of the organisers/persons in charge.
- Anyone taking photographs or recording should make themselves known to the event organisers/persons in charge and be able to identify themselves if requested in the course of the event.
- Personal information which can lead to a child being identified should never be used. If it is necessary to name a child, ensure you have written parental consent and have informed the parents as to how the image will be used.
- All concerns regarding inappropriate or intrusive photography should be reported in confidence to Holt rugby club.

Changing Procedures

14. Holt RFC manages the changing facilities and arranges for them to be supervised by two DBS checked adults of the appropriate gender for the players using the facilities. Adults must never enter the changing rooms alone, except in an emergency when there is harm to a child. Holt 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. For mixed gender activities separate facilities must be available.
15. Holt RFC will ensure that its coaches [and team managers] will receive the support and training considered appropriate to their position and role. The RFU Encouraging Positive Behaviour guidance has been adopted and circulated amongst the club workforce both, voluntary and paid.
16. Any events held on Holt RFC premises must comply with this Policy and if appropriate a Safeguarding Plan should be discussed and circulated to those affected.

Tours

17. Tours, out of union or domestic, must comply with RFU Regulation for touring permissions, RFU Safeguarding Policy and Touring with Children Guidance RFU Regulations. Tour organisers should contact the safeguarding officer for advice.

[Tour resources and forms \(englandrugby.com\)](https://www.englandrugby.com)

This has been adopted in accordance with the club constitution.

Claire Robson October 2023