



Saltash Rugby Football Club

Club Safeguarding Policy

Effective safeguarding arrangements in every local area should be underpinned by two key principles:

- safeguarding is everyone's responsibility: for services to be effective each professional and organisation should play their full part; and**
- a child-centred approach: for services to be effective they should be based on a clear understanding of the needs and views of children.**

Working Together to Safeguard Children (HM Government, 2013)

1. 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, fairly 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 in relation to their participation in rugby union, whether they are playing, volunteering or officiating in the community or professional areas of the sport.

2. Saltash Rugby Football Club acknowledges its responsibility to safeguard the welfare of all children and vulnerable adults involved in Saltash RFC from harm.
3. Saltash RFC confirms that it adheres to the Rugby Football Union's Safeguarding Policy and the procedures, practices and guidelines and endorse and adopt the Policy Statement contained in that document and any successor policy. (See Appendix One)
4. 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. (See Appendix Two)
5. Saltash 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. Saltash RFC recognises that this is the responsibility of everyone involved, in whatever capacity, at the club.
6. Saltash RFC will implement and comply with the RFU Code of Conduct and the Codes of Conduct for Coaches, Spectators and Officials as appropriate.
7. The Club Safeguarding Officer is Sarah Oakley. Email: safeguarding@saltashrfc.co.uk Phone: 07866412453. The Assistant Safeguarding Officer is Sarah Watts. 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. They will then inform the CB Safeguarding Manager and the RFU Safeguarding Team. If an incident involves the Club Safeguarding Officer you should inform the Noel Hill, Youth Chairman, or Lee Maher, Club Secretary, and either the CB Safeguarding Manager or the RFU Safeguarding Team.
8. All members of Saltash RFC who work with children in Regulated Activity must undertake an RFU Disclosure and Barring Service (DBS) check in accordance with RFU Regulation 21. Verbal or written references will be requested for all new volunteers .
9. Saltash 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 CB or the RFU:

- Working alone with a child.
- 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.

10. Changing Facilities

Saltash 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. Saltash 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.

11. Communication

Saltash RFC follows the RFU guidance on communication: *'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.'*

Phone communication: Where possible coaches should aim to communicate with the parents of players who are under 18. If a coach is contacted by an individual child, the parents should be included in the response.

E mail communication: E mail groups should be established using email addresses given by parents and the BCC option should be used to prevent the disclosure of e mail addresses. 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 into the response.

Social media: 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.

12. Photographic images
Parental permission should be obtained for photographs at the beginning of each season. Coaches and team managers should make themselves aware of any child who cannot have photographs taken, and ensure they follow the RFU guidance on photographic images.
13. Saltash RFC will ensure that its coaches, assistant coaches and team managers will receive the support and training considered 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.
14. Any events held on Saltash 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 Saltash RFC must comply with the relevant RFU Regulations and Guidance relating to tours. See booklet for the RFU guidance on tours.
15. Saltash RFC complies with the RFU Transgender and Transexual Policy. “Rugby Union is considered a ‘sport for all’ and as such the Rugby Football Union (“RFU”) seeks to ensure that anyone who wishes to play the game should be able to do so without prejudice. Whilst transsexual and transgendered people present a range of considerations when playing the game, the RFU wishes to ensure that they have the opportunity to play whatever their acquired gender.
16. Children remain the responsibility of their parents at all times and must NOT be left unattended until they reach U13 age group.

“Paid and volunteer staff need to be aware of their responsibilities for safeguarding and promoting the welfare of children, how they should respond to child protection concerns and make a referral to Local Authority children’s services or the police if necessary.”

Signed Sarah Oakley

Date November 2016