



Ellesmere Port RUFC Safeguarding Policy

1. Ellesmere Port Rugby Football Club acknowledges its responsibility to safeguard the welfare of all children involved in Ellesmere Port Rugby Club from harm.
2. Ellesmere Port 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.
3. 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.
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, 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.
5. Ellesmere Port 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. Ellesmere Port RFC recognises that this is the responsibility of everyone involved, in whatever capacity, at the club.
6. Ellesmere Port 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 **Steven Jefferies (Tel: 07886-181385, E-Mail: steven.jefferies@live.co.uk)**. 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 Club Chairman, Paul Watkinson and either the CB Safeguarding Manager or the RFU Safeguarding Team.

8. All members of Ellesmere Port RFC who work with children in Regulated Activity must undertake an RFU Disclosure and Barring Service (DBS) check in accordance with RFU Regulation 21.

9. Ellesmere Port 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.

11. Ellesmere Port 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. Ellesmere Port 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.

12. Ellesmere Port RFC will ensure that its 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.

13. Ellesmere Port RFC has adopted the RFU's Anti-Bullying policy. This can be viewed on the RFU website at www.rfu.com.

15. Ellesmere Port RFC follows the RFU Guidance for Websites, Online and Mobile Communications as set out on the RFU website at www.rfu.com. See Appendix A.

16. Ellesmere Port RFC Photographic Policy is appended to this policy. See Appendix B.

14. Any tours, overseas or domestic, undertaken by Ellesmere Port RFC must comply with the relevant RFU Regulations and Guidance relating to tours.

EPRUFC COMMITTEE

August 2019

APPENDIX A: ELLESMERE PORT RFC SAFEGUARDING POLICY RELATING TO CLUB WEBSITES, MOBILE AND ONLINE COMMUNICATION WITH CHILDREN AND VULNERABLE ADULTS

The Club Website is a key part of the daily operation of the Club.

EPRFC has responsibility for the physical safety of Mini and Youth members when on the Club's premises, EPRFC will also ensure that there is nothing on its' website which could harm a child, directly or indirectly. EPRFC is responsible for the content of its website.

Given our Club Website is open to the public, there are 2 key risks to guard against when posting information:

1. Disclosing personal information about a child to people accessing the website. This could be the child's name, address, or any information about a child's life, interests or activities which would help a stranger target a child, or engage that child in conversation.
2. Abusive or inappropriate content (photos, video or text), on the site itself. This includes material which criticises or humiliates a child. It could also be information which places undue pressure on the child to participate in some aspect of a Clubs' activities.

Online Photos and video:

Photos and video clips can make any child featured vulnerable to grooming if information about the child (name, address, activities or interests) is also disclosed. Furthermore, posting an image on a website carries a risk that the image could be taken and adapted for an inappropriate use.

RFU Recommendations:

- Use group images, rather than individual images.
- For images of individual children (such as in action shots) where possible use models or illustrations.
- Only use images of children in suitable dress, to minimise the risk of inappropriate adaptation of the image
- If a child is named on the site, do not include an image (individual or group). If a child features in an image on the site, do not use the child's first name or last name, either in text on the site or in the image file name.
- EPRFC will abide by all RFU recommendations regarding photo and video images and will obtain consent from the appropriate responsible person(s) before using any images of children on its website. Consent request clauses are included in the registration form which is completed each season and are also held by the Club age group administrators.

Webcams and Live Image Streams

EPRFC will not use webcams to stream live images of children or vulnerable adults and if use of a webcam to broadcast images of children is requested, the Safeguarding Officer at EPRFC will contact the RFU for further guidance before permission is granted.

Mobile and Online Communication with Children

Technology is moving very fast in this area. There are now many different ways for people to communicate. In addition to landlines, there are mobile phones for voice and text, and most new phones incorporate cameras that take still shots and video. Two-way video calling is commonplace.

On-line communication can be by email, instant messaging and social networking sites.

The risks posed by such methods of communication arise from:

- The privacy. It is often one-to-one.
- The wide range of content that can be transmitted, including content of a violent, sexual or hateful nature
- The ease with which images can be forwarded onto others
- The difficulty in knowing truly who you are communicating with. Where grooming happens, it often involves this type of communication.

In sport, there are additional risks:

- Inappropriate pressure can be exerted by adults, particularly coaches, on children (such as to play when injured)
- There can be inappropriate criticism of a young player's performance
- An official position or role within a Club, such as Coach, can carry with it a level of authority and engender a level of trust that facilitates the control of a child.

Against this background, EPRFC will abide by all RFU guidance with regard to mobile and online communication with children and will cascade any information for them to the parents (or carer) of that child. EPRFC will not directly contact a child directly by mobile phone unless prior consent is given by the parent or carer.

APPENDIX B: ELLESMERE PORT RUGBY CLUB PHOTOGRAPHIC POLICY

Overarching Principles

Ellesmere Port Rugby Club's photography policy derives from the RFU's Policy. The basic principles are:

- **Permission:** Every parent or carer has the option to decline permission for the taking and publication of images/videos of a young person in their care
- **Appropriate Circumstances & Attire:** Photography/video must be undertaken in appropriate circumstances. All young people must be appropriately attired at all times
- **Publication and Identification:** Publication should not be done in such a way that young people are identifiable; images should be published without accompanying sensitive personal details such as a young person's address
- **Focus of the Photography:** The imagery should focus on the activity rather than any particular individual
- **Equity Policy:** Wherever possible, imagery should reflect the diversity of the young people making up The Clubs membership
- **Third Party Photography:** Whenever professional photographers or outside media are invited or commissioned, the Club will require identification and safeguarding measures to ensure only the proper use and dissemination of imagery

Circumstances of photography/video

Photographs/videos of junior players are usually taken in the following contexts. This list is not exhaustive.

- **Coaching** - video may be filmed and used thereafter for coaching purposes
- **Action photographs** - general photographs of players during a game
- **Team photographs** - posed group photos of teams
- **Awards and ceremonies**
- **Press coverage** - local, national and specialist rugby media photographs/video
- **Tours and festivals** - at other Clubs and grounds which will be subject to the host Clubs policy permission.

All parents/guardians are asked to indicate on Registration Forms if they do not consent to the taking and use of photographs/videos featuring their children throughout the season. If consent is not withheld, the parent or carer permission continues throughout the season, terminating at its conclusion, unless the parent or carer notifies the squad manager and Club Safeguarding Officer, in writing, of a change of mind.

The result of withholding or withdrawing permission is that the Club reserves the right to require the parent or carer to be present throughout an event where

photo/video is expected to be taken and to undertake to supervise and monitor the event for the purpose of safeguarding their child.

Focus and content of the imagery

Images taken by parents, carers, supporters and coaches at the Club's grounds, and at away games, tours and festivals where the host Club applies no stricter policy, should comply with the following restrictions:

1. The Club adopts the RFU guidelines on appropriate dress for young players. These recommend that all young people featuring in photographs/videos be appropriately dressed with outer clothing/garments covering their torso between the bottom of the neck and the thighs i.e. a minimum of a vest/shirt and shorts. For formal photographs players should be properly dressed in Club kit.
2. Wherever possible the Club also undertakes to reflect the RFU Equity Policy. Accordingly photographs/videos should represent the diversity of young people participating in rugby at the Club.
3. Photographs/video should focus on the activity rather than any particular young person. Where possible photography of young people should concentrate on small groups of players.

Sensitive Information

Photographs/videos should not include nor be accompanied by sensitive information which might enable a stranger to identify the players. Such information might include, but is not limited to, an image of the players parent or guardian, the players full name, age, address, email address, telephone number or such personal details of the parent/guardian or the parents/guardians personal details.

Publication by the Club of Imagery

The Club must have general parent or carer permission to use an image of a young person (see above). When such permission has been given, the Club may publish photographs/videos in its own materials or via third party media organisations such as the local press. Such publication of photographs/videos will not include any sensitive information described or identified above of the young people or of their parents or carers.

Where the reason for publication is an individual achievement (i.e. a players selection for a representative side, triumph over adversity), particular attention will be paid to ensuring specific permission is also secured from the young person to use their image.

Publication by Others of Imagery

The Club must have general parent or carer permission to use an image of a young person (see above).

Photography/Video by the Media or Third Party

The Club reserves the right to invite photographers from the local media or rugby specialist press to record the Clubs events. If it does so it undertakes that it will

1. Require any such photographers to register upon arrival at a Club event; to carry with them, at all times, bona fide and appropriate identification which must be produced on request and to abide by the overarching principles set out above
2. Inform parents and participants that one or more media photographers will be present.
3. Not approve/allow unsupervised access to the players, one-to-one photography sessions with players, nor photo sessions outside the event or at any players home.

Use of photographic/video equipment by parents/guardians and adult supporters

Parents and carers are advised that if they have concerns about inappropriate or intrusive photography/filming these should be reported to the team manager, to an event organiser or to an official so that these may be recorded and dealt with in the same manner as any other child protection concern.

If parents or carers or adult supporters wish to take images of a game, session, or event at a Club ground, they must ascertain whether any member of the squad has had permission withheld for photography; at any other ground they must also be prepared to comply with the policy of the host Club.

In addition, wherever the Club's young players are playing photographers may be required to identify themselves and state their purpose for photography/videoing an event. They must, if advised that any visiting or host Clubs young player withholds permission for photography, cease doing so immediately unless able to come to an arrangement with that players parent or guardian.

The Club reserves the right to contact authorities in the event that any individual refuses to stop taking photographs/video or refuses to identify themselves upon challenge by the Club.