



# **SAFEGUARDING POLICY**

## **August 2021**

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## Safeguarding Policy Statement

Here at **Gordano RFC**, we take the welfare of young people very seriously. The Club operates strictly within the all the English Rugby Football Union (RFU) Rules and Guidelines. This is reflected in the Club's Safeguarding Policy.

If you have any questions about safeguarding and child welfare at the club, or if you as a junior section player or as an adult have a safeguarding concern, please contact me by telephone or email. Concerns about safeguarding can sometimes just be a gut-feeling. If something makes you feel uncomfortable, that is the time to raise it.

All information will be treated according to the confidentiality protocols required by safeguarding principles.

Additionally, the RFU Safeguarding Department can be contacted on:

Tel. 0208 8317454 or email: [safeguarding@therfu.com](mailto:safeguarding@therfu.com)

If you are concerned that a child is at risk of immediate serious harm, dial 999

The Club Safeguarding Officer for Gordano RFC is Hannah Jones.

Contact Information: Tel: 07425 056980 email: [safeguarding@gordanorfc.co.uk](mailto:safeguarding@gordanorfc.co.uk)

# Safeguarding Policy

## Key Principles of the RFU Safeguarding Policy

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 coaching team who have been properly trained, in relation to their participation in rugby union.

## Participation

Gordano 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.

Gordano RFC recognises that this is the responsibility of everyone involved, in whatever capacity, at the club. Gordano RFC will implement and comply with the RFU Code of Conduct and the Codes of Conduct for Coaches, Spectators and Officials as appropriate.

## Disclosure and Barring Service (DBS)

All members of Gordano RFC who work with children in Regulated Activity must undertake an RFU Disclosure and Barring Service (DBS) check in accordance with RFU Regulation 21. These adults will include:

- Professional staff.
- All coaches.
- Heads of Mini/Junior Rugby sections.
- Heads of Youth Ruby sections.
- Team Managers.
- All Referees who regularly officiate mini/midi and youth games.
- Welfare Officers.
- Physiotherapists.
- Club administrators.

The DBS checking process is administered on behalf of Gordano RFC by Hannah Jones (CSO)

## Best Practice

Gordano 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 or the RFU:

- Working alone with a child out of sight of other adults
- Providing alcohol to children or allowing its supply
- Excessive consumption of alcohol whilst being responsible for children
- Smoking and/or vaping 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
- Taking young people alone on car journeys, however short - except in emergencies, e.g., to attend A&E. Where possible always transport a child other than your own in the back of the car
- Sharing a room with a young person unless the individual is the parent/guardian of that young person
- Making sexually explicit comments or sharing sexually explicit material
- Engaging in any form of bullying, including emotional, physical, racist, sexual, homophobic or verbal.

Further information on signs and symptoms of abuse and bullying can be found in the links in the final section of this policy document.

## Managers and Coaches – roles and responsibilities

Gordano RFC will ensure that its coaches will receive the support and training considered appropriate to their position and role. All coaches at Gordano RFC are to be put through the RFU Play It Safe course on safeguarding children in rugby union.

In the interest of maintaining child welfare, it is important to adhere to the following rules when applicable:

- All rugby coaches/Managers must respect the rights dignity and worth of every young person with whom they work with and treat them equally within the context of rugby union
- All rugby coaches/Managers must place the physical and emotional wellbeing of all young players above all other considerations, including the development of performance.
- The relationship that a rugby coach/manager develops with the players with whom they work must be based on mutual trust and respect.
- All rugby coaches/Managers must ensure that all activities undertaken are appropriate to the age, maturity, experience and ability of the young players.
- All rugby coaches must encourage young players to accept responsibility for their own behaviour and performance.

## Premises

Gordano 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 using the club who have not been DBS cleared by the club, i.e., parents of children attending matches/training must not enter the changing facilities while children are changing.

Gordano 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.

Any events held on Gordano RFC premises must comply with this Policy and if appropriate a Safeguarding Plan should be discussed and circulated to those affected.

## 'Safeguarding Toolkit' and 'Touring With Children'

**Gordano RFC** confirms that it follows the guidance set out in the RFU Safeguarding Toolkit in terms of Core Values, adoption of the RFU Safeguarding Policy, safeguarding responsibilities in the club, cyber guidance, and communications, taking and use of photographic images and dealing with safeguarding concerns.

A link to the document is here: [RFU Safeguarding Toolkit](#)

Any tours, overseas or domestic, undertaken by Gordano RFC must comply with the relevant RFU Regulations and Guidance relating to tours, here: [Touring With Children](#)

More information on signs and symptoms of abuse, including bullying, can be found in the comprehensive RFU Safeguarding Policy Guidance and Procedures documents, a link to which can be found here: [RFU Safeguarding Policy](#)

## Club Photographic and Social Media Policy

Gordano RFC positively encourages parents and spectators to take photographs of participants involved in rugby union to celebrate the ethos and spirit of the sport. However, there may be circumstances where taking a photograph of a child might not be acceptable. Any photograph (digital or printed) which is produced and released into the public domain may be misused by anyone.

Gordano RFC's policy on photography and its use in social media platforms is as follows:

- 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.
- Photographs should be of the activity or team, not of one individual.
- Children must be appropriately dressed when being photographed. It is never acceptable to capture any images in changing rooms, showers or at any time when players are dressing.
- Images should be neither sexual, of an exploitative nature nor open to misinterpretation or misuse.
- Social media platforms should be kept private to the parents/carers of the players in that age-grade. Membership of the group should be monitored by 'admin', who will usually be the coach

or team manager. The admin will also monitor content that is shared on the platform to ensure it complies with these principles.

- Social media platforms are not recommended for children under the age of 13. Gordano RFC will only use social media channels to communicate with the parents/carers of players in the junior section, and not with the players themselves.

Any suspicion or evidence of incidents where these principles have been violated either at the time, or by publication on social media should be reported immediately to the Club Safeguarding Officer.

### Incidents and Reporting Arrangements

The Club Safeguarding Officer is Hannah Jones.

If you witness or are aware of an incident where the welfare of a child has been put at risk, or the principles of best practice have been compromised, 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 Junior Club Chairman, Don Mowbray who will contact the CB Safeguarding Manager and/or the RFU Safeguarding Team.

When reporting a concern, the Safeguarding Office will ask you to provide the following information:

1. The name, age, and gender of the child
2. The age grade within which the child plays
3. A brief outline of the concern
4. When and where the incident occurred
5. Your name and contact details

It can be helpful for adults reporting concerns to remember that it is not their responsibility to investigate, or to decide whether the incident they witnessed is “serious” or worthy of further action. If you witness, or become aware of, any issue which may cause harm to a child associated with our club, you should pass on your concern. The Club Safeguarding Officer, supported by the CB safeguarding team and the RFU safeguarding team, will then decide the best course of action.