



‘ONE’ Safeguarding and Child Protection Policy

ONCP20-04

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Responding to suspicious or allegations

ON's RFC M&J will assure all coaches/volunteers that it will fully support and protect anyone, who in good faith reports his/her concerns that a fellow coach/volunteer may be abusing a child or young person.

The following actions will be taken if there are concerns:

Poor Practices

- If, following consideration, the allegation is clearly about poor practice the Club Safeguarding Officer will deal with it as a misconduct issue.
- If the allegation is about poor practice by the Safeguarding Officer or Child Protection Officer or if concerns remain, it will be reported to the local area Safe Guarding officer of the RFU who will decide how to deal with the allegation and whether or not to initiate disciplinary proceedings.
- Any suspicions that a child or young person has been abused by a member of the coaching team/volunteer should be reported to the Safeguarding Officer, who will take such steps as necessary as to ensure the safety of the child or young person.
- The parent/guardian of the child will be informed as soon as possible following advice from the Social Services Department.
- The Safeguarding Officer will notify the local RFU officer.
- If the Safeguarding Officer is the subject of the allegation, the report must be made to the appropriate manager.

Confidentiality

Every effort will be made to ensure that confidentiality is maintained for all concerned. Information will be handed and disseminated on a **need to know basis** only. This will include the following people.

- The Child Protection Officer.
- The parents/guardians of the child or young person alleged to have been abused.
- The person making the allegation.
- Social Services/Police
- The RFU regional development manager and Child Protection Officer



- The alleged abuser (and parents if it is a child).
- Information will be stored in a secure place with limited access to designated people, in line with data protection law.

Action if bullying is suspected see [ONCP40](#)

Old Northamptonians RFC M&J head coaches and coaching volunteers will:

- Take all signs of bullying very seriously.
- Encourage all children and young people to speak and share their concerns with someone in authority.
- Investigate all allegations and take actions to ensure victims are safe.
- Speak with the alleged victim and bullies separately.
- Reassure the alleged victim that they will be helped.
- Document what is said.
- Report concerns to the Child Protection Officer.
- Talk with the alleged bully/ies and aim to get them to understand the consequences of their actions.
- Seek an apology once proven.
- Inform all parents/guardians.
- Document all information.

Useful RFU Documentation here: -

Safeguarding policy

http://www.englandrugby.com/mm/Document/Governance/Safeguarding/01/30/56/33/RFUSafeguardingPolicyprinterfriendly_Neutral.pdf

Safeguarding Regulation

http://www.englandrugby.com/mm/Document/Governance/Regulations/01/30/35/32/RFU_Regulation_21_Neutral.pdf

Safeguarding toolkit

http://www.englandrugby.com/mm/Document/Governance/Safeguarding/01/30/54/28/SafeguardingToolkitprinterfriendly_Neutral.pdf

Safeguarding toolkit

http://www.englandrugby.com/mm/Document/Governance/Safeguarding/01/30/54/28/SafeguardingToolkitprinterfriendly_Neutral.pdf

Managing rugby tour guidance

<http://www.englandrugby.com/governance/game-support/rugby-tours/resources-and-forms/>





[RFU Regulation 15.pdf](#)

[England rugby governance regulations](#)

[RFU Regulation 19 appendix 6.pdf](#)

[Guidance to age grade regulation 15.pdf](#)

[RFU Regulation 9.pdf](#)

Club coaching coordinator

<http://www.englandrugby.com/my-rugby/coaches/club-coach-coordinator/>

http://www.englandrugby.com/mm/Document/MyRugby/Volunteers/01/30/83/39/ClubCoachingCoordinatorroledescription_Neutral.pdf

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