

Bangor RFC Safeguarding Policy

Safeguarding Policy Sections 1.1 to 1.8

1.1 OVERVIEW

Bangor RF&CC, through its association with rugby's Governing Body, the IRFU (Ulster Branch), is committed to the enjoyment of rugby by young people. It values and encourages the participation of parents, guardians, teachers, Sports Leaders and volunteers in the participation of rugby activities by Age-Grade Players¹.

Our Policy is to respect and protect the dignity and rights of each individual Age-Grade Player, their physical and psychological well-being, and their safeguarding from all forms of abuse. The Club will strive to promote, create and maintain safe environments for Age-Grade Players. It will also ensure the key values of Respect, Inclusion, Integrity, Excellence and Fun. (*Refer to 'Principles' listed below*).

Bangor RF&CC abides by and expects those involved with age-grade rugby to implement this Policy, which is based on the '*IRFU Safeguarding Policy for Age-Grade Players (2015)*'. The Club has committed itself to being monitored by the IRFU (Ulster Branch) and to their enforcement of this code where reasonably possible. (*Refer to 'Principles' listed below*).

Bangor RFC will comply with this Policy to the best of its ability. The Club will follow guidelines and updates published by the IRFU to assist in the application and interpretation of these requirements. This will include participation in courses and training provided by the IRFU in dealing with compliance issues. The Sports Councils' Code of Ethics will be used where the IRFU has not published specific guidelines². (*Refer to 'Compliance' listed below*).

All those working 'regularly and continuously' with Age-Grade Players should agree to abide by this Policy by signing the '*Declaration of Intent for Sports Leaders*' form in Section 4.1.2. For those who also work at Ulster Branch/Union level they should agree to abide by any additional requirements of the employer. Vetting requirements will also be adhered to.

All requests from the Ulster Branch (IRFU) Safeguarding Officer to adhere to, comply with, or furnish evidence relating to this Policy must be fulfilled promptly as documented in the 'Club Action Plan'.

¹ "Young people" are called "Age Grade Players" by the World Rugby Board (formerly IRB) and "Age-Grade Players" is the term used by the Club and the IRFU in this Policy.

² Available at www.sportni/documents/2.code_of_ethics and www.irishsportsCouncil.ie/code.

1.2 PRINCIPLES

- The safety, health, general welfare and dignity of each Age-Grade Player must be respected.
- Sports Leaders in rugby should endeavour to consider the safety, health, welfare and dignity of Age-Grade Players to be paramount and superior to all other considerations.
- The enjoyment of rugby by each Age-Grade Player should be pursued as an objective.
- It is the role and responsibility of every Officer of the Club to ensure that the spirit of this policy is promoted, implemented and monitored successfully.
- Bangor RF&CC will review this Safeguarding Policy every 2 years and/or as legislative changes occur in NI.

1.3 COMPLIANCE

- The Management Committee of Bangor RF&CC has full power and authority to implement, resource and supervise compliance with this Policy and the Sports Councils' Code.
- Compliance with this Club's Policy and the Sports Councils' Code will be monitored annually by the IRFU through the Ulster Branch (IRFU) Safeguarding Officer, using the latest version of the 'Club Action Plan', as outlined initially in Appendix 5 of '*IRFU Safeguarding Policy for Age-Grade Players (2015)*'.
- The existing disciplinary, complaints and appeals procedures of the Ulster Branch (IRFU) will be regularly reviewed to accommodate the implementation and enforcement of this Code.

1.4 PROMOTING THIS SAFEGUARDING POLICY

Bangor RF&CC shall promote the interests of Age-Grade Players by:

- (a) Appointing a **Club Welfare Officer** for rugby who shall have the primary aim of maintaining a child centred ethos.
- (b) Defining the roles of Officers, Committees, Sports Leaders, Employees, and parents for Age-Grade Players.
- (c) Monitoring procedures for protecting the interests of Age-Grade Players through the 'Club Action Plan' for rugby.
- (d) Prominently display this safeguarding message and information about the Club's plans to follow this Policy and the Sports Councils' Code to facilitate easy access by Sports Leaders, Members, Employees, Age-Grade Players and their parents.
- (e) Providing in a planned manner, training and information meetings about this Policy for everyone associated with Age-Grade Players.
- (f) Ensuring that the **Club Welfare Officer** knows how to liaise with the National Safeguarding Officer and Statutory Authorities concerning allegations or suspicion about abuse of an Age-Grade Player. This should be done in conjunction with the Ulster Branch (IRFU) Safeguarding Officer.
- (g) Promoting contact with representatives of the Ulster Branch (IRFU) and/or Statutory Authorities to contribute to and learn about child protection issues, best practices and recommended procedures.
- (h) Ensuring that this Policy and the Sports Councils' Code is adopted and followed by this Club and its members.

1.5 AGE-GRADE SAFEGUARDS IN RELATION TO IRFU MEDICAL GUIDELINES

Bangor RFC shall promote the medical safety of Age-Grade Players by ensuring that:

- Individuals involved with the management of Age-Grade players are advised to undertake a SAFE-Rugby Level 1 course. This is a 1-day rugby specific First Aid and Emergency Care course for coaches, officials, family members and players.
For course information and booking see, www.irishrugby.ie/playingthegame/safe_rugby.php.
- Appropriate equipment is available whenever Age-Grade players are playing or training for the game.
For information on medical rooms, first aid, emergency rooms and automated external defibrillators see, www.irishrugby.ie/playingthegame/first_aid.php.
- Effective procedures are in place for responding to and recording serious injuries, including concussion.
*For information see the IRFU Serious Injury Report Form online. Relevant personnel should watch the concussion video for coaches, family members, referees and senior and junior players at:
www.irishrugby.ie/downloadsIRFU_Serious_Injury_Report_Form.pdf and
www.irishrugby.ie/irfu/concussion_videos.php*
- A parent is notified as soon as possible following an injury or incident. A parent is advised to discuss injuries with appropriate personnel if their child is playing in dual clubs/school or another sport, e.g. if a child is injured in school the parent should inform club personnel and vice-versa.
- Under no circumstances should an Age-Grade Player be allowed to train or play rugby contrary to medical advice.
- Recording of medication prescribed for an Age-Grade Player should be done using the parental sign-up sheet, Appendix 2.

1.6 AGE-GRADE SAFEGUARDS IN RELATION TO SAFETY

Bangor RFC shall promote the general safety of Age-Grade Players by ensuring that:

- No coach is appointed or retained for Age-Grade Players unless the coach:
 - Has a qualification appropriate to the level of the players concerned;
 - Has completed the AccessNI vetting process through the IRFU (Ulster Branch);
 - Has signed up to the Club's and IRFU's Code of Conduct for Leaders of Age-Grade Rugby, *see the Code of Conduct for Leaders of Age-Grade Rugby in Section 4.1.1 of this Safeguarding Policy*;
 - Is adequately resourced and supported;
 - Maintains and furnishes such records and evidence as specified by the IRFU (Ulster Branch).
- Referees for matches involving Age-Grade Players subscribe to the rules and procedures laid down by the Ulster Society of Rugby Football Referees, as recognised by the IRFU.
- The Club follows the safety/premises guidelines as set out by the IRFU,
See www.irishrugby.ie/playingthegame/links_and_documents.php and www.irishrugby.ie/playingthegame/safe_rugby.php and www.irishrugby.ie/playingthegame/medical.php

1.7 EDUCATING PARENTS AND AGE-GRADE PLAYERS

Bangor RFC shall promote the education of parents and Age-Grade Players by ensuring that:

- (a) Parents are advised about the IRFU Safeguarding Policy and the guidelines published by the IRFU and the Sports Councils; and in particular the duties of parents, *see the Code of Behaviour for Parents in Section 4.3.2.*
- (b) Age-Grade Players are informed about their rights and obligations as described in the Sports Councils' Code³.
- (c) This Policy is observed by Age-Grade Players and their parents and enforced where necessary.
- (d) Parents and players are advised to watch the IRFU Concussion videos at www.irishrugby.ie/playingthegame/concussion_videos.php.

³ See paragraph 4.4 of the Sports Councils' Code.

1.8 DATA PROTECTION

Bangor Rugby Football Club manages the personal data for all Age-Grade rugby players registered with the Club. In addition, the details of their parents or guardians, as well as registered coaches and Officers/members of the Club, are maintained for the purposes of managing the Age-Grade rugby programme. These records, along with all Safeguarding documents, will be kept in accordance with the requirements of the UK Data Protection Act 1998. This includes requirements for collecting, storage and requests relating to personal data.

The Club will strive to manage data in a compliant manner and has a willingness to learn and implement best practice in this regard.

This will include:

- The generation of policies and guidelines for how Age-Grade Player data should be managed;
- Updating where needed any IT infrastructure to support the guidelines and policies;
- Disseminating this information to all Sports Leaders and administrators in order to increase awareness, reduce the risk of a damaging breach, and improve data management practices for the protection of our Age-Grade Players and Sports Leaders.

Signed: *Jonny Watson*

Date: 14th February 2018

Chairman: Bangor RFC

Signed: *Ian McBurney*

Date: 18th February 2018

Hon Secretary: Bangor RFC

Signed: *Norman Gault*

Date: 14th February 2018

Hon Secretary: Bangor RF&CC

Signed: *John McMaster*

Date: 14th February 2018

Chairman: Bangor RF&CC

Approved at the Bangor RF&CC Management Committee Meeting held on 14th February 2018.