

# **SOUTHPORT RFC**



# **DISCIPLINARY POLICY**

**Updated 16<sup>th</sup> May 2016**

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## INTRODUCTION

It is the Club's responsibility to deal with any act of inappropriate behaviour or indiscipline either on or off the field of play. This includes behaviour which may either be prejudicial to the interests of Southport Rugby Club or behaviour committed at any time whether on or off the field of play by any player, supporter, visitor, spectator, club member or club official.

Such conduct may consist of inappropriate behaviour or indiscipline which may include acts of violence, threatening, abusive or insulting words or behaviour towards any other player, supporter, club member or club official or ANY visitor to the club, which in the Club's opinion amounts to conduct that is either likely to (or does), bring the Club, or the game into disrepute.

Any such behaviour may include (but is not limited to) that which is physical, verbal, written, displayed or communicated in any way whatsoever and includes any communication made through the use of technology, including hardware, software, e-mail, telephone, voicemail, internet and all other communication platforms such as social media (see Social Media Policy - **Appendix 2**)

This document outlines the disciplinary procedure of Southport Rugby Club and is to be read in conjunction with the Club's Codes of Conduct and the general RFU Governance Documents. <http://www.englishrugby.com/governance/regulations/> Which includes Regulation 19.  
[http://www.englishrugby.com/mm/Document/Governance/Regulations/01/30/35/19/RFU\\_Regulation\\_19\\_Neutral.pdf](http://www.englishrugby.com/mm/Document/Governance/Regulations/01/30/35/19/RFU_Regulation_19_Neutral.pdf)

The Club's Codes of Conduct are drafted to reflect those principles issued by the RFU . Copies of the Codes of Conduct are available on the club website and can be downloaded at; <http://www.southportRFC.com/a/guide-for-parents-mini-junior-sections-28960.html>

This Code of Conduct is applicable to all club members including directors, officers and committee members as well as players of all ages, parents, patrons and life members.

## OVERVIEW

**The club are fully committed in the pursuit and promotion of the RFU core values of teamwork, respect, enjoyment, sportsmanship and discipline.**

All members of the Club are expected to maintain the appropriate standards of behaviour and discipline at all times. Failure to do so may result in a person being brought before the Club's Disciplinary Panel to answer allegations concerning their

conduct which may have amounted to a breach of this policy. The panel are authorised to deal with any disciplinary matters as set out under this policy.

## **TERMS OF REFERENCE**

The Club Disciplinary Officer has discretion in relation to how certain disciplinary matters are dealt with and may deal with any non-playing minor breach of this policy, by issuing a verbal warning to any one individual who accepts that their conduct breached this policy. All other allegations or any minor breach that is not accepted and which may amount to a breach of this policy must be referred to a disciplinary panel for their adjudication. The Panel has authority to verbally caution, give written warnings, suspend, or expel members from playing, training, attending or continuing to be a club member if they admit or are found to be in breach. This is not an exclusive or exhaustive list, but the Panel has full authority to take such action as they deem necessary, having heard and studied all evidence provided, including any defence or mitigation relating to any allegation. This may include any act of inappropriate behaviour or indiscipline as set out above or otherwise in the body of this policy or any other Club policy including the Codes of Conduct, Equity Policy or the Club's Child Safeguarding Policy OR any other matters referred to it by the Executive Committee of the Club.

## **DISCIPLINARY PANEL**

The panel will be constituted as follows; the Club Disciplinary Officer (or in his absence the nominated Deputy Disciplinary Officer), and two other persons chosen by the Club Disciplinary Officer, from the following Board members;

Chairman  
Vice Chairman  
Secretary  
Director of Rugby  
Director of Junior Rugby  
Director of Works  
Director of Finance  
Non Executive Director

An Appeal panel will consist of the Club President and two others of the above provided they were not present on the original Disciplinary panel or had any direct involvement in the incident that gave rise to the appeal. Any of the above who had any direct involvement in the incident or have any other reason not to sit, should be excluded. If a shortage of panel members occurs for whatever reason, then to prevent delay any other club member may be appointed by either the Disciplinary Officer (initial hearing) or the President (appeal hearing) subject to agreement with the club member brought before the panel.

For incidents involving child welfare/safeguarding and the panel composition, please see Appendix 1  
**PROCEDURE**

## **PLAYING MATTERS**

### **Red card offences**

Any player who receives a red card will be immediately suspended. The player must not play again for the club until authorised to do so by the club following the consideration of any disciplinary matters.

Under 18 players must not play for a school team during this period. (Any failure to follow this procedure may result in the club being deducted points from the 1st XV team).

\*Please also note any player pending a hearing or who receives a suspension from playing must not be involved in any on field match day activities. This includes, running touch, coaching, standing in the technical area and taking water onto the pitch

**Seniors** This includes all players over 17 years playing in Senior (over18) games and players over 17 playing in U19 Colts' games.

Disciplinary matters will be dealt with by Lancashire RFU.

All red cards offences in any game must be reported to the club secretary at the earliest opportunity but definitely within 24 hours. The players name, address, date of birth and contact tel. number must be given, and if possible the name of the referee. This rule applies to players under the age of 17 also.

The Club Secretary must also inform the Club's Disciplinary Officer and Playing/Selection Committee.

If the match official was a society referee he must also report it to Lancashire RFU directly. Any non-society referee will also be required to produce a report of the incident which must be forwarded to Lancashire RFU either directly or via the club secretary. A form is available for this from the club's secretary.

The report will also be forwarded from Lancashire for discussion with the player and Playing Committee including the team captain.

If the player agrees and admits guilt, he should write to the Lancashire Disciplinary Committee admitting the offence. A decision will be made and all will be informed of the outcome. A fee (presently £40) is payable to cover the cost of the disciplinary hearing which the player is responsible for paying. Delay in paying that fee may result in the club paying it on their behalf (to avoid sanctions against the club) in which case the fee is then owed to the club. Until the player makes payment, it is the clubs ruling that he cannot participate in any club games.

If the player wishes to refute the Referee's report, he should inform the secretary who will in turn inform the Lancashire Disciplinary Committee that the player wishes to have a personal hearing and if it is his/her intention to bring any witnesses to inform them of such. A player has the right to request the referee be present, but will have to pay his costs. The player will then be invited to a hearing to discuss his behaviour.

All correspondence will be copied and retained by the club secretary. Whether you agree or disagree with the referee's decision, and which ever course of action you take, you will still have to pay £40 even if you are found 'not guilty' as this is the cost of the hearing and not a fine.

In exceptional circumstances the club has an absolute right to waive this cost.

**Juniors (U13 to U18)** Disciplinary matters will be dealt with by the Club's own disciplinary panel in accordance with the prevailing and most current RFU guidelines and will extend to any sanctions imposed. The disciplinary panel must be guided by the RFU list of recommended sanctions. Any red cards offences in any game must be reported by the team manager/coach to the Club secretary at the earliest opportunity, who will notify Lancashire RFU and the Club's Disciplinary Officer.

If the match official was a society referee he must also report it to Lancashire RFU directly, a copy of any such report will be forwarded to the Club. Any non-society referee will be required to provide a report of the incident to the Club Disciplinary Officer in the first instance. This report will be made available to Lancashire RFU upon request. Any sanction imposed must be forwarded to Lancashire RFU who may, following their own internal policy, review and overturn the decision.

### **Yellow card offences**

**Seniors** Team coaches/managers/captains must report all yellow card offences to the playing committee comprising Director of Rugby, Chairman of Selectors and Head coach. **A record must be kept by the playing committee.** Any other incident of concern relating to 'on pitch' activities must also be reported. At their discretion, persistent offences must be referred by the Playing Committee to the Disciplinary Officer.

**Juniors** All yellow card offences should initially be dealt with and assessed by the age group head coach and a record of such offences kept for examination by the Director of Mini and Junior Rugby. The latter should be consulted immediately if the coach deems it necessary and in particular, if the coach feels further sanctions may be required.

**SAFEGUARDING : PLEASE NOTE** In relation any player under the age of 18, anyone who is concerned that a child safeguarding issue may have arisen, they should report the matter immediately to a club Safeguarding Officer and notify the Director of Mini Junior Rugby of such action.

### **Unreported incidents of foul play etc.**

Any member, player or club official who witnesses an act of foul play, inappropriate behaviour or indiscipline by a player (of any club team), may in writing, report the incident (giving name(s) and details of the incident) to the Club Discipline Officer, the Playing Committee or any member of the Board, as soon as reasonably practicable after the incident occurred.

Incidents relating to mini or junior games should in the first instance be reported to the Director of Mini and Junior Rugby.

Upon receipt of the report, the Club Disciplinary Officer will decide how to proceed under the 'Terms of Reference' detailed above and a decision also made whether the nature and severity of the incident(s) requires that the player should be immediately suspended from playing and training (eg red card equivalent) The Disciplinary Officer will, at the earliest opportunity, inform both the player and the Playing Committee of such suspension or otherwise.

### **Citing**

Where there is an allegation that a player committed an act of foul play but has not been awarded a red card for that act he or she may be made the subject of a citing. Only Unions, Constituent Bodies and Clubs or an accredited Referee Assessor/Advisor may cite. A citing may not be made by a player or a spectator.

Any consideration for a Citing must be reported to the Club Discipline Officer immediately as there is a very short time scale and a detailed procedure that has to be followed.

The citing must be in writing, signed, dated and contain the following information;

- (i) The date, venue and teams participating in the match;
- (ii) Details of the alleged act of foul play, including as accurately as possible the point of time in the match, the score at the time and the position on the field when and where the incident is alleged to have occurred;
- (iii) The identity of (or means of identifying i.e. a full description) the player or players alleged to be guilty of foul play; and

- (iv) The citing must contain sufficient evidence for a reasonable man to conclude that a prima facie case has been established.

## **NON PLAYING MATTERS**

**(Excluding Child Welfare Matters for which see Appendix 1)**

### **Acts of indiscipline, inappropriate or prejudicial behaviour likely to bring the club in to disrepute**

**(i) The Allegation.** Any member, club official, player, spectator or visitor who witnesses an act of indiscipline or inappropriate behaviour at any time by any player, club member or official, or visitor to the club, of whatever age, may report the matter to the Club Discipline Officer or any member of the Club Executive Committee, so the appropriate action can be taken. Any complaint must be forwarded in writing to the Club Discipline Officer or to any member of the Executive Committee within 72 hours from the alleged incident.

**(ii) The Investigation.** In the event it is alleged that any Club member has acted in breach of any of the Club Rules or Codes of Conduct or any other policy, or has acted in a manner prejudicial to the interests of Southport Rugby Club, the Club Discipline Officer may arrange for the allegation to be investigated resulting in the matter being referred to the Disciplinary Panel for their adjudication.

**(iii)** The Club Disciplinary Officer will oversee the investigation of the incident. He may choose to delegate all or part of the investigation to another club officer (or officers) but if so they must keep the Disciplinary Officer fully informed at all times. Investigation of the incident may involve noting verbal accounts or gathering written statements from all those parties whom the disciplinary investigation 'team' deem in their sole discretion, appropriate.

**(iv) The Hearing.** If upon investigation, there appears to the Club Discipline Officer to be substance to the allegation and the incident cannot be dealt with by way of an admission or as a 'minor breach', the Officer shall appoint a minimum of two other officers to the Discipline Panel (see Disciplinary Panel procedure above) to consider the allegation and adjudicate on it. He must set a date for a hearing to commence within 7 days of the conclusion of his investigation, allowing the individual against whom the allegation is made, a reasonable period of time to prepare for the hearing having firstly received copies of the evidence to be considered by the panel. All individuals must be given the opportunity to appear before the Disciplinary Panel, give evidence or make (or lodge) verbal or written representations to it and may be accompanied by a note taker or other Club member. This hearing should take place at the earliest possible opportunity and preferably no later than two weeks from it being reported.

The panel may proceed in the absence of an individual unless they have been notified in writing by an individual of a reasonable excuse for their non-attendance.

In extreme cases, (for example threatening behaviour), the panel at their sole discretion reserves the right to exclude the member from the club and grounds, until the hearing has taken place and a decision reached.

**(v) The Verdict.** If, on the balance of probabilities, the Discipline Panel is satisfied that the allegation is proven, the Discipline Panel is empowered to impose such penalties as it thinks appropriate. This includes expulsion.

The ascending scale of penalties/sanctions would normally be as follows;

- (i) Official (and recorded) verbal caution.
- (ii) Written warning.
- (iii) Suspension (time scale at discretion of Disciplinary Panel)
- (iv) Termination of membership and suspension from the club (either permanent exclusion or subject to review) The procedure for termination of membership is also governed by the Clubs Articles of Association 2009 (sections 9 and 10).

It is not necessary in all cases for this ascending scale to be followed, for example in serious offences, suspension from the club without verbal or written warning may be deemed appropriate. The Panel shall also have the right to stipulate restrictions or periods of monitoring for good behaviour or otherwise.

### **Right of Appeal**

Members wishing to dispute the decision have a right to appeal. The Appeal Panel shall comprise of the Club President and two other officers as outlined in the Disciplinary Panel procedure as set out (above). The appeal must be conducted as a fresh hearing. Any additional relevant evidence may be presented by either party and the Appeal Panel may seek clarification from the Disciplinary Panel, of any relevant matter which may be required by them to ensure a fair hearing.

Notice of any such appeal must be provided to the Club Disciplinary Officer within 7 days of the date on which the written notification of the decision of the Discipline Panel was given, along with a deposit of up to £50 towards the cost of any reasonably incurred expense by the club. An appeal hearing should then be set upon a date as soon as reasonable practicable. Any fresh evidence to be presented at the appeal by either party must be disclosed no later than 3 days before the appeal date.

Any penalties imposed by the Discipline Panel will normally be suspended pending the determination of the Appeal Panel, although the panel reserves the right to maintain exclusion in serious incidents. The Appeal Panel has the power to confirm, vary, or set aside the decision or any penalties imposed by the Discipline Panel.

A member who in the opinion of the Club President, refuses to adhere to the Panels' decisions, shall automatically be suspended from membership of the club and denied all the membership benefits until the penalties are adhered to.

The Discipline Panel shall keep the Executive Committee fully informed and updated with all decisions it makes.

#### **Disciplinary procedure involving elected Board Directors.**

The Disciplinary Policy and processes are as detailed above. However should disciplinary action result in removal of club membership, said member must automatically and immediately resign as a Director in line with section 55 (i) of the Clubs Articles of Association 2009.

#### **CONFIDENTIALITY (Duty of)**

It is imperative that confidentiality is maintained with all matters involving Disciplinary incidents, in particular relating to Child Welfare and Safeguarding.

The Disciplinary Officer will keep the Board informed of all decisions he/she or the panel reaches. The actual details of the case will only be conveyed to the Board, if it is deemed to be in the Board's or club's interest to do so and by doing so no contractual or statutory duty of confidentiality is breached.

In all decisions of cases involving Child Welfare matters, only details which the Senior Safeguarding Officer or the Designated Safeguarding RFU or Lancashire officer deem appropriate shall be conveyed to the Board.

Whilst both the Club Safeguarding team, and the Club Disciplinary Panel may approach any club member to seek a statement or to give advice, that member is not compelled to provide information, however members are requested to cooperate if possible.

All requests or subsequent statements or advice, must remain confidential. **Any** member forming part of the investigation (be it investigator, investigated or any individual who, has provided a statement or advice) is bound by confidentiality Any breach of this confidentiality may be deemed as a breach of this Disciplinary Policy and that member may be liable to Disciplinary action also.

## APPENDIX 1

### CHILD WELFARE/SAFEGUARDING DISCIPLINARYPROCEDURE

The Club recognise that the safeguarding of children is paramount.

Full details of Child Safeguarding procedure in relation to disciplinary action are detailed in the Clubs Child Welfare Policy. This is a lengthy document and can be found on the website to read or download here.

<http://www.southportrfc.com/a/club-child-welfare-policy-23838.html>

Any suspected safeguarding issue must *from the outset* be reported to a member of the child safeguarding team for investigation or advice.

If initially the incident is reported to another Board member or club officer/coach and it clearly has a child welfare or safeguarding element to it, they should not contact any club officer, but advise that the report should be made **immediately** to the safeguarding team and nobody else. Confidentiality must be maintained.

The initial investigation of the incident will be undertaken by the Club Safeguarding Team. This may involve the taking of written statements from anyone the team feels is appropriate. Minor incidents will hopefully be dealt with by the safeguarding officers, although the latter may feel it appropriate to involve other officers (eg Director of Mini Junior Rugby) as part of the resolution process or for further monitoring/mentoring.

As part of the Child Welfare Policy the Senior Safeguarding Officer may report and liaise with RFU officials both at local (Lancashire) and national level. It is important to bear in mind that other agencies (Police, Social services) may be involved in some more serious cases.

#### Poor Practice

Poor practice is defined as any behaviour which contravenes RFU Codes of Conduct (Fair Play Codes) or RFU Guidance for Good Practice.

When the Club Safeguarding Officer either alone or as part of this partnership concludes that the issue raised is not a safeguarding issue but an issue deemed

'poor practice' then the matter should be referred to the Club Disciplinary Officer and the relevant procedure followed (as detailed in Appendix 1 of the Child Welfare Policy and reproduced below).

### **Procedure to Follow in Relation to a Poor Practice Matter**

1. Once an incident is reported to the Club Safeguarding Officer, he/she should consult the RFU Ethics & Equity Manager in order to ascertain whether the allegation is poor practice, bullying or abuse.
2. Once the incident has been identified as poor practice and, in conjunction with senior club officials (Club Chairman/Youth Chairman), a decision will be made whether or not to suspend, temporarily, the person accused. Each case will be considered on its merits.
3. A disciplinary hearing must be called if the person accused requests one or does not admit the conduct. In case which the Club Disciplinary Officer concludes are 'minor breaches' in their nature or the person admits the behaviour complained of then he may deal with matters in accordance with those powers granted to the Disciplinary Panel (below). A disciplinary hearing must be called if the person accused requests one or does not admit the conduct.
4. The panel should be made up of three club members with regard to the following criteria:
  - (a) No person who has been involved in bringing the case to the disciplinary hearing should sit on the panel.
  - (b) A club Safeguarding Officer is on the panel.
  - (c) Senior management of the club must be represented. (Board Director)
  - (d) If the case relates to poor coaching practice, experience in this field must be represented
5. The accused will be advised of receipt of the report and provided with copies including all supporting evidence to be relied on by the panel.
6. The accused will be invited to attend the hearing, which must be held at a convenient time for him/her. They may bring another club member or note taker.
7. The accused must be given sufficient advanced notice of any hearing.
8. The accused must be given the opportunity to offer his/her side of the story and call witnesses.

9. Once the disciplinary panel reaches a decision it should be communicated to the accused and confirmed in writing.
10. A copy of the finding should be sent to the Lancs Welfare Officer & RFU Ethics & Equity Manager.

### **Power of the Club Disciplinary Panel**

1. Temporary suspension.
2. Person may only coach whilst supervised.
3. Coach must undertake RFU Best Practice & Child Protection course.
4. Coach must attend ScUK "Good Practice & Child Protection" course.
5. Coach must attend appropriate RFU coaching course.

A written report on action taken must be sent to the Lancashire Welfare Manager & RFU Ethics & Equity Manager;

If an individual is identified by the club as being guilty of poor practice **on subsequent occasions**, then the Lancashire Welfare Manager, in consultation with the RFU ethics & Equity Manager, may conclude that the issue constitutes abuse and should be referred to the RFU Disciplinary Officer who will advise the club on future disciplinary action.

This does not resolve the club from responsibility of ensuring immediate child safety and further suspension of an individual from the club and involvement of outside agencies should be considered if deemed urgent and appropriate pending a decision from the RFU Disciplinary Officer.

## APPENDIX 2

### Social Media Policy

It is acknowledged that as the use of social media continues to grow so too will the increased chance of falling foul of the club's code of conduct and in particular bring the club and the game into disrepute.

#### Clubs and Constituent Bodies

The club is aware that it could be held vicariously liable for material published by members, for example on an official website, Facebook site, social media platform, Twitter feed, or published by members outside work via a Club email address or Twitter account.

The Club may also be liable for third party comments and postings made in their website forums or on their Facebook pages.

The Club therefore will seek to;

- Clearly identify who is responsible for posting and maintaining social networking and internet sites
- Set standards for content generated in line with the RFU's Core Values and the guidelines above
- Establish protocols for monitoring output, moderating content in online forums and removing offensive postings
- Hold members to account for any breaches

#### Safeguarding

The Club endorses and incorporates into its policy the [RFU's Safeguarding Policy](#) which advises against coaches having direct personal communication with children unless in exceptional circumstances. Coaches and club officials should not communicate with children through social networking sites such as Facebook and Twitter, nor should they be "friends" with children or comment on their status.

The Club acknowledges that RFU works closely with the NSPCC's Child Protection in Sport Unit, which provides comprehensive guidance and resources relating to this issue [here](#) (PDF332kB)

#### Breach of Social Media Policy and Guidelines

The Club's Disciplinary Policy in dealing with reported incidents involving the use of social media is based on current guidelines/recommendations produced by the RFU (below)\*. The Club adopts the said RFU policy and guidelines and will pursue

any breaches of the social media policy, the good practice guidelines or the RFU social media code via the Club's disciplinary policy.

\*These are so reproduced;

<http://www.englandrugby.com/governance/club-support/promoting-your-club/social-media-for-clubs/>

In summary;

Social networking, such as Twitter, Facebook, internet blogs and other online sites, offer tremendous opportunities for rugby to communicate and engage with a growing audience as well as its existing members, supporters and players.

The RFU is keen to promote the safe and responsible use of social networking technology but also to make its members aware of the potential risks and to share best practice.

Participants should be aware that comments or opinions expression via social media which bring the game into disrepute, or are threatening, abusive, indecent or insulting, may lead to disciplinary action.

Comments that include a reference to a person's ethnic origin, colour, race, nationality, faith, gender, sexual orientation or disability may attract a high disciplinary sanction.

### **Players, officials and club members**

Individuals need to understand that they are personally responsible and liable for their comments and postings. At all times they should exercise discretion and be respectful of other players, teams, officials, organisations and brands. What is regarded as "banter" could be regarded as embarrassing or hurtful by a wider audience and bring the game into disrepute.

In short, follow the general guidelines and in summary;

- Do not comment if you have any concerns about the consequences
- Do not link to unsuitable content
- Do not get into disputes with audience
- Do not share or elicit personal detail or content

But

- Do show your personality and be approachable
- Do share your achievements
- Do let people know in positive terms, what it is like to be a player/official
- Do post regular comments to grow and engage with an audience

## General good practice guidance

- These are public forums, so treat them as such
- Individuals and organisations, are strictly responsible for any posting on his/their account/s
- Re-posting or re-tweeting inappropriate content represents an endorsement of that content and can be actionable
- Do not use abusive, use derogatory, vulgar or sexual language
- Do not criticise or imply bias of match officials
- At all times, exercise discretion and respect for clubs, players, fans and the game's partners

## WHISTLEBLOWING

Any adult or young person who has concerns can contact the RFU/RFUW in complete confidence on 0208 831 6655 or via [childprotection@therfu.com](mailto:childprotection@therfu.com)

This policy is in line with all the club's other policies and will be periodically reviewed by Southport RFC Executive Committee, as deemed appropriate, but in any event, the review will be undertaken before the end of any 12 month period which will commence from the date that this policy is formally adopted.

## CONTACT DETAILS IN RELATION TO DISCIPLINARY POLICY

### Club Disciplinary Officer

Mike Dale 07493 055091 [mdizzle3720@gmail.com](mailto:mdizzle3720@gmail.com)

### Senior Safeguarding Officer

Neil Bayliff 07725 364502 [neilbayliff@yahoo.co.uk](mailto:neilbayliff@yahoo.co.uk)

### Assistant Safeguarding Officers

Minis Jo Dennett 07581 283107 [jdennett4@hotmail.co.uk](mailto:jdennett4@hotmail.co.uk)

Lancashire RFU Safeguarding Officer

Carol Ann Baker

Email: [mandebaker@btinternet.com](mailto:mandebaker@btinternet.com)

RFU Ethics & Equity Manager NSPCC Helpline  
Steve Farr. Telephone: 0208- 831-7479. Email: [stevefarr@therfu.com](mailto:stevefarr@therfu.com)  
NSPCC Telephone 0808 800 5000 Asian helpline 0800 096 7719  
Deaf Users 0800 056 0686  
Web: [www.nspcc.org.uk](http://www.nspcc.org.uk)

RFUW Child Protection Officer  
This is a 24 hour free and confidential telephone help line for counseling,  
advice & information to anyone.  
Helen Ames Telephone: 0208 831 7996  
Email: [helenames@therfu.com](mailto:helenames@therfu.com)

The RFU Helpline Web: [www.thecpsu.org.uk](http://www.thecpsu.org.uk)  
Telephone: 0208 831 6655  
Email: [childprotection@therfu.com](mailto:childprotection@therfu.com)

This contacts page will be updated as required.

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