



Rugby St. Andrews RFC LTD

Safeguarding of Children and Young People Policy

Rugby St. Andrews RFC Ltd acknowledges its responsibility to safeguard the welfare of all children involved in Rugby St. Andrews RFC from harm.

Rugby St. Andrews 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.

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 the appropriate consent being obtained where necessary.

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.

Rugby St. Andrews 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. Rugby St. Andrews recognises it's the responsibility of everyone involved at the club in whatever capacity. Rugby St. Andrews complies with the RFU Code of Rugby and Core Values being,

“Teamwork, Respect, Enjoyment, Discipline and Sportsmanship”

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Rugby St. Andrews RFC will implement and comply with the RFU Code of Conduct and the Codes of Conduct for Coaches, Spectators and Officials as appropriate. We will not tolerate behavior which breaches any of the Codes of Conduct, we display posters in the club and details are also in the handbook given out each season.

The Club Safeguarding Officer is: LORRAINE MARSTON

Contact Numbers 07900 017335 Or 01788 814181
Email: lorrainedawnmarston@gmail.com.

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 [*Simon McAusland – Chairman or Roger Wills Hon. Secretary of Rugby St. Andrews RFC* and either the CB Safeguarding Manager (Jane Waterhouse) or the RFU Safeguarding Team.

All members of Rugby St. Andrews RFC who work with children in Regulated Activity must undertake an RFU Disclosure and Barring Service (DBS) check in accordance with RFU Regulation 21. Each age group has a representative who has attended a "Play it Safe" Course.

Rugby St. Andrews 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.

Rugby St. Andrews RFC will ensure that all members, whether coaches, parents, players or officials to recognise the signs and indicators of any type of abuse, physical, sexual, emotional, or neglect. Bullying is abuse and Incidents of poor practice which compromises the wellbeing of any child. Any concerns to be reported immediately.



Rugby St. Andrews 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. Rugby St. Andrews 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. No mobile phones are allowed in the changing rooms. All valuables are collected and kept safe until after the games have finished.

Rugby St. Andrews will ensure that team coaches, and team managers will receive the support and training considered appropriate for their position and role within the club.

Rugby St. Andrews 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. We also require all coaches, team managers to complete a "Play it Safe" course, which is centered around Safeguarding.

Any events held on Rugby St. Andrews RFC premises must comply with this Policy and if appropriate a Safeguarding Plan should be discussed and circulated to those affected. Any tours, overseas or domestic, undertaken by Rugby St. Andrews RFC must comply with the relevant RFU Regulations and Guidance relating to tours.

A Tour Pack is circulated to those teams going on Tour, this needs to be completed and presented to the Committee for approval before any Tour can be put into place

This must be adopted in accordance with the club constitution

Rugby St Andrews RFC expects members to use the internet and mobile phones responsibly and in accordance with the following.

Members should not visit internet sites, make, post, download, upload or pass on any material, remarks, proposals or comments which contain or relate to the following:

Indecent images of children

Promote discrimination of any kind
Promote racial or religious hatred
Promote illegal acts

Any other information which may be offensive to anyone such as abusive images, promotion of violence, gambling, criminally racist or religious hatred material, or anything which could cause offence.

Using services to intimidate, threaten or cause harm to others

Members will be expected to report immediately any inappropriate material found through the internet or other ICT media

There is clear expectation any communication which could be deemed to be "of a personal nature" will not be permitted between the distinct groups of adults – coaches, parents, administrators, and officials) and Children / young people (including 17 year olds playing adult rugby) this includes Facebook Groups or similar such as WhatsApp, Snapchat, messaging

Professional communication relating to coaching, playing or administration is of course acceptable.

Rugby St. Andrews RFC promotes the use of group text or emails details supplied by the parents of the

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team members. The main Club Facebook account is used by Coaches to update any changes to the team.

Rugby St. Andrews RFC Website

The club is responsible for its website and should make sure there is no abusive or inappropriate content (photos, video or text) on the site itself or linked to sites (especially adverts etc).

The Club Website should be monitored for Blogs which can contain a lot of opinion as opposed to factual information.

The Club Websites is a key part of the daily operation of Rugby St. Andrews. It is however the Clubs responsibility for the physical safety of a junior member when visiting the clubs premises that there is nothing on its website which could harm a child directly or indirectly.

Many sites contain links to other sites, such as Sponsors or Advertisers or simply to communicate information, the club webmaster should check thoroughly the content of the website, both for child protection reasons and to ensure the content poses no other risk to the club's reputation. Rugby St. Andrews will monitor the content of the Website and remove any links if found to inappropriate

Signed ***James Marston***

Rugby St. Andrews RFC Chairman

Date 20th January 2021

Relevant Documents Attached

RSA Pctograptic Policy

RFU Safeguarding Policy, Guidance and Procedures

RFU Safeguarding Toolkit

LINKS

RFU Regulaton 15: Age Grade Rugby

RFU Regulaton 21: Safeguarding

(links to be added)