



NEWPORT (SALOP) RUFC SAFEGUARDING & CHILD PROTECTION POLICY

NEWPORT (SALOP) RUFC recognises its moral and legal obligation to ensure that, the coaches and volunteers who have a responsibility for young people within the club, provide them with the highest possible standard of care.

Through the implementation of a policy for the Safeguarding of Young People and the support of its coaches and volunteers, **NEWPORT (SALOP) RUFC** will maintain the professionalism and safeguards of good practice, which are associated with the game.

The policy outlines the following key areas:

- It recognises the responsibility of all those involved in the club to safeguard and promote the interests and well being of the young people with whom they are working
- It emphasises the value of working closely in partnership with coaches, parents, professionals and volunteers to protect children and young players from harm and discrimination.
- It acknowledges that abuse does take place in sport and that raising awareness and understanding of the main forms of abuse and establishing communication and reporting procedures if abuse is suspected will further safeguard the young players, coaches and all others working within the club.

NEWPORT (SALOP) RUFC along with the RFU, the Constituent Body (North Midlands RUFC) and local schools, will work together to ensure young people enjoy rugby union in a safe environment. The Policy and Procedures for the Safeguarding of Young People in the Sport of Rugby Union is to be applied to all young players who are under 18.

NEWPORT (SALOP) RUFC – SAFEGUARDING OFFICER

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SECTION ONE INTRODUCTION

- 1.1 Anyone under the age of 18 within the club should be considered as a young person for the purposes of this policy
- 1.2 **The welfare and safeguarding of all young people is paramount**
- 1.3 All young people, whatever their age gender, culture, ability, language, religious belief, racial origin, and/or sexual identity should be able to enjoy the game in a fun, environment safe from abuse of any kind
- 1.4 All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately
- 1.5 All individuals within the club who work with young people will be made aware of good practice in order to ensure that they are not placed in situations where unmerited allegations are made.
- 1.6 **NEWPORT (SALOP) RUFC** will work with parents/carers to ensure that all youngsters within the club enjoy the game in a safe environment
- 1.7 **NEWPORT (SALOP) RUFC** recognises the statutory responsibilities of Social Services Departments and the Police to ensure the welfare of young people and is committed to complying with Local Area Child Protection Committee Procedures

NEWPORT (SALOP) RUFC acknowledges that within RFU regulations a male player is permitted to play in the adult game on reaching his 17th birthday. In these circumstances the club recognises its responsibility to be mindful of the safety and well-being of the player.

NEWPORT (SALOP) RUFC

- ✓ has a Safeguarding Officer – **Nicola Withers** - who will act as the first point of contact for concerns about the safeguarding of young people. In the absence of the designated Safeguarding Officer, Helen Adams will take on the role and contact numbers for her will be given by Nicola Withers
- ✓ has a Safeguarding Policy within the club and meets requirements of the Policy and Procedures for the Safeguarding of Young People in Rugby Union
- ✓ ensures that all officers, committee members and volunteers are aware of their responsibility in this area and that the club responds to any indication of poor practice or abuse in line with the RFU Policy
- ✓ implements a policy of Best Practice for all adults working with young people
- ✓ ensures that all relevant officers, committee members and volunteers who have regular supervisory contact with children undertake an Enhanced Criminal Records Bureau disclosure and that they agree to update this every three years when notified
- ✓ Has a disciplinary panel which, where necessary, is able to manage cases of poor practice as identified by the RFU Child Protection Officer

SAFEGUARDING ALL MINI & JUNIOR PLAYERS OF NEWPORT (SALOP) RUFC

In order to safeguard the welfare and enjoyment of all players and their families, the club will endeavour, through its health and safety policy, to provide a safe environment in which to train and play rugby. This will be done by regular risk assessments and other safety measures deemed necessary to protect our young players.

We respectfully request that all these measures, which will be clearly notified to all users of the club, are adhered to at all times.

SECTION TWO – RECOGNISING ABUSE and POOR PRACTICE

In order to provide young people in the club with the best possible experiences and opportunities in Rugby Union, it is imperative that all club members operate within an accepted ethical framework and demonstrate exemplary behaviour. This not only ensures that Rugby Union makes a positive contribution to the development of young people and safeguards their welfare, but also protects all club personnel from false allegations of abuse or poor practice.

It is not always easy to differentiate poor practice from abuse, albeit intentional or unintentional. It is not, therefore, the responsibility of adults within the club to determine whether or not abuse is taking place. **It is however their responsibility to identify poor practice and possible abuse and to act if they have a concern about the safeguarding of a young person/s.**

The four main types of abuse are:

2 EMOTIONAL ABUSE

- 2.1 **In a rugby situation**, emotional abuse may occur when coaches provide repeated negative feedback.
- 2.2 Repeatedly ignore a young player's efforts to progress.
- 2.3 Repeatedly demand performance levels above those of which the young player is capable over emphasise the winning ethic.

ABUSE BY NEGLECT

- 2.4 **In a rugby situation** neglect may occur when:
- 2.5 Young players are left alone without proper supervision.
- 2.6 A young player is exposed to unnecessary heat or cold without fluids or protection.
- 2.7 A young player is exposed to an unacceptable risk of injury.

PHYSICAL ABUSE

- 2.8 **In a rugby situation** physical abuse may occur when:
- 2.9 Coaches, Managers or helpers expose young players to exercise/training which disregards the capacity of the players immature and growing body.
- 2.10 Coaches, Managers or helpers expose young players to overplaying, over training or fatigue.
- 2.11 Coaches, Managers or helpers expose young players to alcohol, or give them the opportunity to drink alcohol below the legal age.
- 2.12 Coaches, Managers or helpers expose young players to performance enhancing drugs and recommend that they take them.

SEXUAL ABUSE

- 2.13 The close proximity of coaches and others, to young people provides opportunities for potential abusers to exploit their position of trust to sexually abuse.

SECTION THREE - BULLYING

3. Bullying is not always easy to define and will not always be an adult abusing a young person. It is often the case that the bully is a young person. There are three main types of bullying:

- Physical e.g. hitting, kicking, theft.
- Verbal e.g. racist or homophobic remarks.
- Emotional e.g. persistent negative feedback.

All of these will include:

Deliberate hostility and aggression towards a victim

- 3.1 A victim who is weaker and less powerful than the bully or bullies.
- 3.2 An outcome which is always painful and distressing for the individual.
- 3.3 Bullying behaviour may also include.
- 3.4 Other forms of violence.
- 3.5 Sarcasm, spreading rumours, persistent teasing.
- 3.6 Tormenting, ridiculing, humiliation.
- 3.7 Racial taunts, graffiti, gestures.
- 3.8 Unwanted physical contact or abusive offensive comments of sexual nature.

The competitive nature of Rugby Union makes it a potential environment for the bully. This may manifest itself in some of the following ways:

- 3.9 A parent who pushes too hard.
- 3.10 A coach who adopts a win at all costs philosophy.
- 3.11 A player who intimidates others.
- 3.12 An official who is over officious.

The club has an Anti-Bullying policy

TAKING APPROPRIATE ACTION

CONCERNS ABOUT POOR PRACTICE AND POSSIBLE ABUSE WITHIN THE RUGBY CLUB

This relates to anyone working with young people within the Rugby Club eg all volunteers such as coaches, club helpers and administrators.

The club will take all allegations seriously and appropriate action will be pursued.

Allegations will often relate to **poor practice** where an adult's behaviour is inappropriate and maybe causing concern to a young person/s, colleagues or parents.

POOR PRACTICE:

Constitutes any behaviour which contravenes the club Coaches Codes of Conduct and Codes of Good Practice in the Rugby setting

- Infringes on an individuals rights
- Is a failure to fulfil the highest standards of care

NEWPORT (SALOP) RUFC WILL TAKE THE FOLLOWING ACTION IF A YOUNG PERSON DISCLOSES THAT HE/SHE IS CONCERNED ABOUT SOMEONES BEHAVIOUR TOWARDS THEM WITHIN THE RUGBY CLUB OR AN ADULT EXPRESSES CONCERNS ABOUT THE SAFEGUARDING/WELFARE OF A YOUNG PERSON/S

- ✓ Compile full written record of what has been said, heard seen as soon as possible
- ✓ Club Safeguarding officer to be informed immediately
- ✓ Club Safeguarding officer will report the matter to the RFU Ethics and Equity Manager, with copy to the CB Safeguarding Manager.

Following guidance that the issue is POOR PRACTICE then the Club Safeguarding officer should follow club disciplinary procedures for a first report of poor practice:

- ✓ Forward a written report on action taken to CB Safeguarding Manager and RFU Ethics and Equity Manager
- ✓ If an individual is identified by the club as being guilty of poor practice on subsequent occasions then the CB Safeguarding Manager in consultation with the RFU Ethics and Equity manager may conclude that the issue constitutes abuse and should be referred to the RFU Disciplinary Officer.

Following guidance that the issue is ABUSE then the Club Safeguarding officer should:

If the young person requires immediate medical attention

- An ambulance must be called
- The doctor should be informed that the concern relates to Child Protection

Refer the allegation to Police or Social Services They will give advice relating to the contacting of parents/guardians.

Inform the CB safeguarding officer and the RFU Ethics and Equity Manager and forward a written report utilising the Incident Referral Form

Non action is not an option.

“The welfare & safeguarding of the young person/s is paramount”

NEWPORT (SALOP) RUFC WILL TAKE THE FOLLOWING ACTION IF THROUGH AN ADULTS OBSERVATIONS OR THROUGH A THIRD PARTY, THE CLUB BECOME AWARE OF POSSIBLE ABUSE OCCURRING AT A YOUNG PERSONS HOME OR IN SOME OTHER SETTING (OUTSIDE OF THE RUGBY CLUB).

If this happens:

- Ensure the safety of the young person – if he/she requires immediate treatment, call an ambulance, inform doctors of concerns and ensure they are aware that this is a Child Protection issue.

The following procedures will then be followed:

- ✓ Concerns reported to Club Safeguarding Officer.
- ✓ Club Safeguarding Officer may seek advice from RFU Ethics and Equity Manager CB Safeguarding Manager, RFU Child Protection Helpline or NSPCC. If there is any delay in receiving advice contact must be made with Social Services.
- ✓ If a formal referral is made, make it clear to Social Services/Police that this is a Child Protection referral.
- ✓ All police forces have dedicated Child Protection Teams (CPTs) which deal with allegations of abuse within family setting and by people in a position of trust. In a real emergency dial 999.
- ✓ Parents/carers should only be contacted following advice from Social Services.

Non action is not an option

“The welfare & safeguarding of the young person/s is paramount”

Delay in acting can increase the risk to the child

In all cases NEWPORT (SALOP) RUFC recognises that:

- It is often more difficult for some young people to disclose abuse than others. Young people from ethnic minorities may have regularly experienced racism which may lead them to believe that certain groups including those in authority roles do not really care about their well being. They may well feel they have good reason to question whether the response may be different.
- Disabled young people may have to overcome additional barriers before feeling that that they can disclose abuse. They may rely on the abuser for their daily care and not know of alternative sources of care. The abuse may be the only attention/affection they have experienced. There may be communication difficulties and they will almost certainly have to overcome prejudices which block our willingness to believe they may be abused or to use their medical condition to explain away indicators which in an able bodied young person would concern us.

In all cases every effort will be made by the club to ensure that confidentiality is maintained

Information will be handled and disseminated on a **need to know basis**. This will include the following people.

- The Club/CB Safeguarding Officers
- Designated Officers within the RFU
- Person making the allegation
- Social Services and police
- Parents of the young person alleged to have been abused

PROHIBITED PRACTICES

Coaches, managers or volunteers including all professional staff must never:

- Take young people to their own home or any other place where they will be alone with them
- Spend any amount of time along with young people away from others
- Take young people alone on car journeys, however short. If it should arise that such a situation is unavoidable, they should only take place with the full knowledge and consent of someone in charge of the Club and/or a person with parental responsibility for the young person. In exceptional circumstances where a coach, manager or volunteer cannot obtain consent, the adult must ensure that the Safeguarding Officer is notified of the occurrence immediately so that a record can be made.
- Engage in rough, physical games, sexually provocative games or horseplay with young people
- Take part as a player in any dynamic contact games or training sessions with young people. If there is a need for an adult to facilitate learning within a coaching session through the use of coaching aids eg contact pads, this should be done with the utmost care and with due regards to the safety of the young players
- Share a room with a young person unless the individual is the parent/guardian of that young person
- Engage in any form of inappropriate sexual contact and/or behaviour
- Allow any form of inappropriate touching
- Make sexually suggestive remarks to a young person even in fun
- Use inappropriate language or allow young people to use inappropriate language unchallenged
- Allow allegations by a young person to go unchallenged, unrecorded or not acted upon
- Do things of a personal nature for a young person that they can do themselves unless you have been requested to so by the parent/carer (please note that it is recognised that some young people will always need help with things such as lace tying, adjusting tag belts, fitting head guards and it is also recognised that this does not preclude anyone attending to any injured/ill young person or rendering first aid)
- Depart the rugby club or agreed rendezvous point until the safe dispersal of all young people is complete
- Cause an individual to lose self esteem by embarrassing, humiliating or undermining the individual
- Treat some young people more favourably than others
- Agree to meet a young person on their own on a one to one basis

All adults who work/volunteer with young people are in position of trust which has been invested in them by the parents, sport and the young person. This relationship can be described as one in which the adult is in a position of power and influence by virtue of their position. Sexual intercourse or touching by an adult with a child under the age of 16 years is unlawful even when there is apparent consent from the child. A consensual sexual relationship between an adult in a position of trust with the rugby setting and a child over 16 years of age is contrary to the Policy and Procedures for the Safeguarding of Young People in the Sport of Rugby Union.

Adults must not encourage a physical or emotionally dependant relationship to develop between the person in a position of trust and the young person in their care

All those within **NEWPORT (SALOP) RUFC** have a duty to raise concerns about the behaviour of coaches, officials, volunteers, administrators and professional staff which may be harmful to the young people in their care, without prejudice to their own position

CRB DISCLOSURES

All adults who have **regular supervisory contact** with young people must undertake an Enhanced CRB disclosure within **eight weeks** of them commencing the role and this will include:

Professional staff

All coaches/assistant coaches

Heads of Mini/Midi/Youth Rugby section

Team Managers

All Referees who regularly officiate mini/midi/youth games

Safeguarding Officers

Physiotherapists

Club administrators

CRB disclosures must be conducted through the RFU Child Protection Department who have jurisdiction to deal with any matter arising from such disclosures.

<p>This policy is subject to an annual review Policy amended and updated: August 2009</p>
