

Ashford Rugby Football Club Club Safeguarding Vulnerable People Policy

Safeguarding Vulnerable People Policy

CHILD SAFETY/WELFARE IS THE RESPONSIBILITY OF EVERYONE, IT IS NOT AN OPTION TO KEEP QUIET, OR TO TRY AND DEAL WITH THE INCIDENT WITHIN THE SQUAD.

- 1.** Ashford Rugby Football Club (ARFC) acknowledges its responsibility to safeguard the welfare of all children and vulnerable adults involved in ARFC from harm.
- 2.** ARFC confirms that it adheres to the Rugby Football Union's Safeguarding Policy and the procedures, practices and guidelines and endorses and adopts the Policy Statement contained in that document.
- 3.** 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.
- 4.** The Key Principles of the RFU Safeguarding Vulnerable People Policy are that:
 - 1.** The welfare of the child or vulnerable adult (as appropriate) is, and must always be, paramount to any other considerations.
 - 2.** 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.
 - 3.** All allegations or suspicions of abuse, neglect, harm and poor practice will be taken seriously and responded to swiftly, fairly and appropriately.
 - 4.** Working in partnership with other organisations, statutory agencies, parents, carers, children and young people is essential for the welfare of children and young people.
 - 5.** Children have a right to expect support, and personal and social development delivered by appropriately recruited and vetted personnel and properly managed in relation to their participation in rugby union.
- 5.** ARFC 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, and harm and poor practice. ARFC recognises that this is the responsibility of everyone involved, in whatever capacity, at the club.
- 6.** ARFC will implement and comply with the RFU Code of Conduct and the Codes of Conduct for Coaches, Spectators and Officials as appropriate, ARFC will ensure its spectators, parents, members and officials are all aware of and will be deemed to have accepted, unless they make it known otherwise to the Safeguarding Officer, the club Photographic Policy as set out in the club welcome pack and on the website.

7. ARFC will endeavour to comply with the Guidance for Websites as set out on the RFU website and appended to this document.

8. The Club Safeguarding Officer is Vanessa Burdon. Contact details: v.burdon@btinternet.com, or 0784 087 4580. If you witness, or become aware of an incident where the welfare of a child or vulnerable adult has been put at risk (for example by emotional /physical bullying), you **MUST** in the first instance inform the Club Safeguarding Officer. Who will then inform the CB Safeguarding Manager and the RFU Safeguarding Executive, If an incident involves the Club Safeguarding Officer you should inform the Mini's or Junior's Chair who will then contact the CB Safeguarding Manager or the RFU Safeguarding Executive.

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9. ARFC will, where appropriate and following discussion with the RFU/CB Safeguarding Manager, form a Safeguarding Committee to review reported incidents. The Committee will at all times act in accordance with the Club and RFU safeguarding policies and with the approval of the RFU/ CB Safeguarding Manager.

10. All members of ARFC who have a regular supervisory contact with children, or a management responsibility for those working with children must undertake an RFU Enhanced Criminal Records Bureau disclosure and as and when introduced must also be ISA-registered in accordance with the RFU ISA-registration Policy.

11. ARFC requires all its members, whether they are coaches, parents, players, or officials to comply with the Best Practice Guidance as issued by the RFU and the Club's own policies. 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, children, vulnerable adult, or adults.
- Consuming alcohol whilst responsible for children or vulnerable adults
- Providing alcohol to children or allowing its supply.
- Smoking in the presence of children
- Humiliating children, or vulnerable adults.
- Inappropriate or unnecessary physical contact with a child or vulnerable adult.
- Participating in, or allowing, contact or physical games with children or vulnerable adults.
- Having an intimate or sexual relationship with any child or vulnerable adult developed as a result of being in a „position of trust.“
- Making sexually explicit comments or sharing sexually explicit material.

12. ARFC will ensure 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 or vulnerable adults.

13. ARFC will ensure that its coaches and team managers 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.

14. Any events held on ARFC 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 ARFC must comply with the relevant RFU Regulations and Guidance relating to tours.

15. No player may play adult rugby (or train with adults) until he or she has reached their 18th birthday unless they fully comply with the relevant RFU regulations, in summary:

- Players who are 17 years old can play/train with seniors „provided they have been assessed as capable of playing with adults“
- Agreement must be obtained from ARFC“s Academy’s Chair.
- These players need written parental permission in order to play / train.
- To play in the front row, players must be 18.

The above applies to senior training as well as matches. Age group coaches should not send their players to train with the seniors if the above does not apply including during pre-season.

16. If you have any questions about safeguarding please contact:

The Club Safeguarding Officer or Assistant Safeguarding Officer

Reviewed July 2016

Neil Crossley-Roberts

ARFC Compliance Officer and Assistant Welfare Officer