



### **Safeguarding Children & Vulnerable Adults Policy**

1. Ross-On-Wye Rugby Football Club acknowledges its responsibility to safeguard the welfare of all children and vulnerable adults involved in Ross-On-Wye Rugby Football Club from harm.
2. Ross-On-Wye 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.
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. A mentor will be appointed from the coaching/management team as someone for them to turn to if there have any issues or concerns.
4. Ross-On-Wye RFC will only endorse 17 year olds playing adult rugby to aid their development. Each player that CB approval is sought for is to the benefit of the individual players physical, technical/tactical, mental and social development as a player and person. The player will play for the first or second team to aid their own development and only used in these teams for that purpose and specifically not for the purpose of fixture fulfilment. Each player will have been assessed by the lead coach with the correct CB & RFU processes carried out and authorisation obtained.
5. The Key Principles of the RFU Safeguarding Children & Vulnerable Adults Policy are that:
  - The welfare of the child or vulnerable adult (as appropriate) 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 and young people.
  - 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.
6. Ross-On-Wye 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. Ross-On-Wye RFC recognises that this is the responsibility of everyone involved, in whatever capacity, at the club.



7. Ross-On-Wye RFC will implement and comply with the RFU Code of Conduct and the Codes of Conduct for Coaches, Spectators and Officials as appropriate. Ross-On-Wye RFC will ensure its spectators, parents, members and officials are all aware of and have accepted the club Photographic Policy as set out on the website.
8. The Club Safeguarding Officer is Louisa Pearson 07971 538172

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The CSO will play a proactive role in increasing awareness of poor practice and abuse amongst club members and is the first point of contact for any concerns about the welfare of any child or young person. If you witness or are aware of an incident where the welfare of a child or vulnerable adult has been put at risk you must in the first instance inform the CSO. They will then inform the CB Safeguarding Manager and the RFU Safeguarding Executive. If an incident involves the CSO you should inform the Club Chairman and either the CB Safeguarding Manager or the RFU Safeguarding Executive.

9. All members of Ross-On-Wye RFC who work with children in a Regulated Activity must undertake an RFU Disclosure and Barring Service (DBS) check in accordance with RFU Regulation 21.
10. Ross-On-Wye 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, 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.



11. Ross-On-Wye RFC manages the changing facilities and arranges for them to be supervised by two adults (ISA-registered and RFU DBS checked) of the appropriate gender for the players using the facilities. Ross-On-Wye 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 or vulnerable adults.
12. Ross-On-Wye 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.
13. Any events held on Ross-On-Wye 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 Ross-On-Wye RFC must comply with the relevant RFU Regulations and Guidance relating to tours.
14. Coaches and Club Officials should not communicate with children through social networking sites such as Facebook. Coaches should not be "friends" with the children they coach and they should not comment on their status.
15. Club Officials and Coaches should not communicate with individual children by text or on-line at any time, on any matter, unless there is an immediate risk to the welfare of that child which can be lessened by such contact. If a club needs to communicate club-related information to children by email (such as training or match details), it should use email groups comprising email addresses given by parents. It is inadvisable for a coach to communicate by email on a one-to-one basis with a child; if replying to an email from a child the parent should be copied in to the response. When communicating by phone, where possible, Club Officials or Coaches should speak to the parent of the child.

This policy has been adopted in line with the Club Constitution

Revised 3/9/19