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2024

# Caldy Rugby Football Club

Paton Field, Telegraph Road, West Kirby, Wirral, Merseyside CH48 1NX

## SAFEGUARDING POLICY

### **The aim of this policy is:**

- To provide a safe and enjoyable environment for children and young people to play rugby.
- To provide training in child safeguarding procedures as laid down by the English Rugby Football Union RFU guidelines, that will ensure that adults involved in the game have the same knowledge and disciplines to meet the needs of the children and young people who participate in rugby.
- To develop and demonstrate the best practice within the area of child protection.
- To promote and achieve the highest ethics and standards throughout the club.

### **The key principles underpinning this policy**

- The child's welfare is, and must always be, of paramount importance.
  - It must be determined that children of all ages, gender, culture, disability, racial origin or religion are protected from abuse.
  - Any suspicion or allegation of abuse will be taken seriously and responded to accordingly.
- This policy will clearly establish Cald RFC's position, role and responsibilities and together with the RFU's Child Protection Guidelines Procedures clarifies what is expected from every individual involved with the club.

### **Promoting good practice with children and young people.**

All personnel will be encouraged to demonstrate exemplary behaviour in order to protect themselves from false allegation. They should:

- Always work in an open environment, ( e.g. avoiding private or unobserved situations)
- Treat children and young people equally, with respect and dignity
- Put the welfare of each child or young person first, before winning or scoring points.
- Maintain a safe and appropriate distance with players.
- Build balanced relationships based on mutual trust which empowers children and young people to share in the decision making process.
- Promote fair play.
- Ensure that if any manual/physical support is required, it should be provided openly and according to guidelines provided.
- Keep up to date with the technical skills, qualifications in the sport.
- Involve parents/guardians wherever possible.
- Ensure that at tournaments or residential events, adults should not enter children's or young people's rooms or invite children or young people to their rooms.
- Give enthusiastic and constructive feedback rather than negative criticism.
- Avoid excessive training.
- Secure parental consent in writing to act in "loco parentis", if the need arises to give permission for the administration of emergency first aid and/or other medical treatment.
- Request written parental consent if club officials are required to transport young people in their cars.



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## Practices to be avoided

The following should be avoided except in EMERGENCIES. If cases arise where these situations are unavoidable they should occur with the full knowledge of someone in charge from the Youth Section of the club, the Club Safeguarding Officer or the child's parent/guardians. All club personnel should:

- Avoid spending excessive amounts of time alone with children or young people away from other adults.
- Avoid taking children or young people to their homes where they will be alone with the child or young person.

## Practices never to be sanctioned

Personnel will never:

- Engage in rough, physical or sexually provocative games, including horseplay.
- Share a room with a child or young person (with the exception of their own offspring).
- Allow or engage in any form of inappropriate touching.
- Allow children or young people to use inappropriate language unchallenged
- Make sexually suggestive comments to a child or young person, even in so called fun.
- Reduce a child to tears as a form of control.
- Allow allegations made by a child to go unchallenged or unrecorded.
- Do things of a personal nature for a child that they can do for themselves.
- Invite or allow children or young people to stay with them at their home unsupervised.
- If any of the following occur they will be reported immediately to a colleague and recorded and the child or young person's parents or guardian will be informed.
  - i. A child is accidentally hurt by a member of the coaching staff
  - ii. A child seems distressed in any way
  - iii. A child seems sexually aroused by a member of the coaching staff.
  - iv. A child misunderstands or misinterprets an action.

## Recruitment and selection of coaches and coaching volunteers

Caldy RFC recognises that anyone may have the potential to abuse children and young people and will endeavour to ensure that all reasonable steps are taken to ensure unsuitable people are prevented from working with children and young people.

- Consent will be obtained from an applicant to seek information from the criminal record bureau/disclosure and barring system (DBS)
- Applicants must provide the club with proof of identify (passport, photo ID or driving license with photo).

## Responding to suspicious or allegations

Caldy RFC will assure all coaches/volunteers that it will fully support and protect anyone, who in good faith reports his/her concerns that a fellow coach/volunteer may be abusing a child or young person. The following actions will be taken if there are concerns: Poor Practices.



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- If following consideration, the allegation is clearly about poor practice the club Club Safeguarding Officer will deal with it as a misconduct issue.
  - If the allegation is about poor practice by the Club Safeguarding Officer or if concerns remain, it will be reported to the relevant officer of the RFU who will decide how to deal with the allegation and whether or not to initiate disciplinary proceedings.
  - Any suspicions that a child or young person has been abused by a member of the coaching team/volunteer should be reported to the Club Safeguarding Officer, who will take such steps as necessary as to ensure the safety of the child or young person.
  - The parent/guardian of the child will be informed as soon as possible following advice from the Children's Social Care department and/or police.
  - The Club Safeguarding Officer will notify the CB Safeguarding Officer.
- If the Club Safeguarding Officer is the subject of the allegation, the report must be made to the appropriate manager.

## **Confidentiality**

Every effort will be made to ensure that confidentiality is maintained for all concerned. Information will be handed and disseminated on a need to know basis only. This will include the following people.

- The Club Safeguarding Officer
- The parents/guardians of the child or young person alleged to have been abused.
- The person making the allegation
- Children's Social Care/police
- The RFU regional development manager and CB Safeguarding Officer
- The alleged abuser (and parents if it is a child)
- Information will be stored in a secure place with limited access to designated people, in line with data protection law.

## **Action if bullying is suspected**

Caldy RFC coaches and coaching volunteers will:

- Take all signs of bullying very seriously
- Encourage all children and young people to speak and share their concerns with someone in authority
- Investigate all allegations and take actions to ensure victims are safe.
- Speak with the alleged victim and bullies separately
- Reassure the alleged victim that they will be helped.
- Talk with the alleged bully and aim to get him or her to understand the consequences of their actions.
- Seek an apology once proven.
- Inform all parents/guardians.
- Document all information.



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## **RFU Safeguarding Policy**

Caldy RFC Community Rugby fully supports the RFU Safeguarding Policy which is available to view on-line at [www.englandrugby.com](http://www.englandrugby.com)

### **Policy statement relating to the use of video / photographic images**

Caldy RFC recognises the need to ensure the welfare and safety of all young people in rugby union.

All members of Caldyc RFC are deemed to have given consent to allow rugby related pictures to be taken by persons authorised by Caldyc RFC of you &/or your child/children unless otherwise advised.

If you do not wish rugby related pictures taken of you &/or your child/children please inform the team coach.

The club will follow the RFU guidance for the use of images of young people and will take all steps to ensure these images are used solely for the purposes they are intended, which is the promotion and celebration of the activities of Caldyc RFC.

Anybody becoming aware that these images are being used inappropriately you should inform Caldyc RFC's Safeguarding Officer.

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Caldyc RFC

Date: October 2024