

Bracknell Rugby Football Club

SAFEGUARDING POLICY



Safeguarding at Bracknell Rugby Football Club

Effective safeguarding arrangements in every local area should be underpinned by two key principles:

- Safeguarding is everyone's responsibility: for services to be effective each professional and organisation should play their full part;

And

- A child-centred approach: for services to be effective they should be based on a clear understanding of the needs and views of children."

(Working Together to Safeguard Children - HM Government, 2015).

Bracknell RFC acknowledges its responsibility to safeguard the welfare of all children and vulnerable adults involved in rugby at our club.

Bracknell RFC confirms that it adheres to all the Rugby Football Union's Safeguarding Policies and procedures, recommended practices and guidelines and furthermore endorses and adopts the statements contained in those documents. The RFU Safeguarding Policy Booklet can be found at:-

http://www.englandrugby.com/mm/document/myrugby/volunteers/01/30/36/55/rfu_safeguarding_policy_guidance_and_procedures_neutral.pdf

RFU Welfare Policy and Guidelines set out how organisations and individuals should work together to achieve this aim and include RFU Anti-bullying and Social Media and Photographic policies.

For the definitions under 'Child Protection', a child is anyone under the age of 18 engaged in any rugby union activity. However, where a 17 year old male/female player is playing in the adult game it is essential that every reasonable precaution is taken to ensure his/her safety and wellbeing are protected as in accordance with RFU regulation 15. Please refer to Regulation 15 for more information;

http://www.englandrugby.com/mm/Document/General/General/01/32/72/38/RFURegulation15_English.pdf

The Key Principles of the RFU Welfare Policy are that:

- The welfare of the child or vulnerable adult (as appropriate) is paramount.
- All participants regardless of age, gender, ability or disability, race, faith, size, language or sexual identity, have the right to protection from harm.
- All allegations, suspicions of harm and concerns will be taken seriously and responded to swiftly, fairly and appropriately.

- Everyone will work in partnership to promote the welfare, health and development of children.

As a club we also abide by the RFU's CORE VALUES:-

TEAMWORK, RESPECT, ENJOYMENT, DISCIPLINE and SPORTSMANSHIP

The RFU, in partnership with Premiership Rugby and the Rugby Players Association, promotes the Core Values to everyone from the England team to those in the grassroots game. The Core Values are reflected throughout its policies and in everything that we do.

Child Protection Codes of Conduct

In the interest of maintaining child welfare it is important to adhere to the following rules when applicable:

- All role holders must respect the rights, dignity and worth of every young person with whom they work with and treat them equally within the context of rugby union.
- All role holders must place the physical and emotional wellbeing of all young players above all other considerations, including the development of performance.
- The relationship that all role holders develop with the players with whom they work must be based on mutual trust and respect.
- All role holders must ensure that all activities undertaken are appropriate to the age, maturity, experience and ability of the young players.
- All role holders must encourage young players to accept responsibility for their own behaviour and performance.

“Paid and volunteer staff need to be aware of their responsibilities for safeguarding and promoting the welfare of children, how they should respond to child protection concerns and make a referral to Local Authority children's services or the police if necessary.”
(Working Together March 2015, page 63, paragraph 43).

All coaches and adult helpers working with young people at our club are made aware of good safeguarding practices and any poor practices are addressed immediately. To promote and maintain good safeguarding practices at our club, all Bracknell RFC Head Coaches and managers are required to attend the Safeguarding Children in Rugby Union course 'Play it Safe'.

It is EVERYONE'S responsibility at Bracknell RFC to report concerns.

Bracknell RFC is committed to working in partnership with parents/carers and statutory Welfare agencies in order to safeguard the young people at our club.

Bracknell RFC's Safeguarding Team consists of:

Club Safeguarding Officer

Email: safeguarding@bracknellrugbyclub.com

Mini's and Junior's Chairman

Email: miniandjunior@bracknellrugbyclub.com

Bracknell RFC Chairman
Email: chairman@bracknellrugbyclub.com

Other Useful Contact Details and Telephone Numbers:-

Bracknell RFC - 01344 424013

Lily Hill Park, Lily Hill Drive, Bracknell, Berkshire, RG12 2UG

www.bracknellrugbyclub.com/contact

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 Club Safeguarding Officer.

If an incident involves the Club Safeguarding Officer you should inform the Club Chairman.

In all cases, if you are unsure what to do, please contact either the NSPCC 24-hour freephone helpline (0800 800 5000) or contact the RFU Safeguarding Line (0208 831 6655) and a member of the Safeguarding Team will respond.

All members of Bracknell RFC who have a regular supervisory contact with children or a management responsibility for those working with children must undertake an RFU Enhanced Disclosure and Barring Services check (DBS) in accordance with RFU regulation 21. These checks are initiated by the clubs' Safeguarding Team.

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 Constituent Body (CBs) 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, bullying or allowing children or vulnerable adults to be bullied or humiliated by others.
- Inappropriate or unnecessary physical contact with a child or vulnerable adult, including holding tackle shields.
- 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 which has developed as a result of being in a 'position of trust.'
- Making sexually explicit comments or sharing sexually explicit material.

NO UNAUTHORISED ADULTS ARE ALLOWED TO BE IN THE PLAYERS CORRIDOR, CHANGING ROOMS OR SHOWERS AT ANY TIME.

We strongly recommend that BRFC coaches DO NOT participate in communication with children on social networking sites or by personal or frequent e-mail/text messaging. Contact with players should always be via (or copied to) their parent or carer.

Bracknell RFC ALWAYS manages the changing facilities for our children and arranges for them to be supervised by at least two adults (RFU DBS checked) of the appropriate gender for the players using the facilities. Bracknell 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:

At Bracknell RFC, we commit to: -

- Take a collective responsibility to Safeguarding.
- Always reporting all instances of suspected inappropriate behaviour as soon as reasonably possible to the relevant person.
- Reporting all relevant injuries to the RFU via <http://www.englandrugby.com/rugbysafe/injury-reporting>
- Investigating all concerns fairly, promptly and in a reasonable manner. If deemed required then the concern will be passed to the appropriate agency.
- Ensuring that all coaches, managers, first aiders and volunteers are appropriately trained and vetted.
- Putting Kids First and their welfare at the heart of every decision made.
- Follow all RFU training, guidelines, Headcase, Rugby Safe and the RFU Codes of Practice.

We thank you for taking the time to read our Policy and please do not hesitate to contact the Safeguarding Officer should you have any questions, queries or concerns

Relevant Links, correct at 15th May 2018.

RFU Safeguarding Policy -

http://www.englandrugby.com/mm/document/myrugby/volunteers/01/30/36/55/rfu_safeguarding_policy_guidance_and_procedures_neutral.pdf

RFU Codes of Practice

http://www.englandrugby.com/mm/Document/MyRugby/Players/01/32/61/25/SeptemberCodeofPracticeFINALVERSION_Neutral.pdf

RFU Regulation 15

http://www.englandrugby.com/mm/Document/General/General/01/32/72/38/RFURegulation15_English.pdf

Rugbysafe

<http://www.englandrugby.com/rugbysafe/#>

Headcase

<http://www.englandrugby.com/my-rugby/players/player-health/concussion-headcase/>

RFU Injury Reporting form

<http://www.englandrugby.com/rugbysafe/injury-reporting>