

**CLUB
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BIDEFORD RUGBY FOOTBALL CLUB LIMITED

Affiliated to the R.F.U. and D.R.F.U.

BIDEFORD RUGBY FOOTBALL CLUB

Safeguarding Children & Vulnerable Adults Policy

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BIDEFORD RUGBY FOOTBALL CLUB Safeguarding Officer

Adrian Scarrett

Founded as a Rugby Union Football Club in 1926. (Affiliated to R.F.U. RFUW & D.R.F.U.)

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Bideford Rugby Football Club Limited
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Registered office: The Firs, Glen Gardens, Bideford, Devon, EX39 3PH

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Objective:

To ensure that **ALL** adults involved in Bideford Rugby Club working with children and young people have clear guidelines for safeguarding children, young people and vulnerable adults

Aims:

- To raise awareness of coaches, parents and club members of the need for child protection.
- To confirm the responsibilities of coaches, parents and club members in identifying and reporting possible cases of abuse.
- To provide a systematic means of monitoring children thought to be at risk.
- To emphasise the need for good levels of communication between ALL club members.
- To develop a structured internal procedure to be followed by all members of the club in the cases of suspected abuse.
- To promote understanding and build relationships with other agencies of the club in cases of suspected abuse.
- To support the child's development in ways that will foster security, confidence and independence.
- To raise awareness of codes of conduct for parents, spectators, officials, players etc so that everyone can enjoy rugby football in a safe environment.

To assist staff this policy and its guidelines must be followed and read in conjunction with **all** the clubs policies and guidelines and where relevant RFU policy. These are available on the club notice board or on the club and RFU website at

[http:// bidefordrugby.co.uk/](http://bidefordrugby.co.uk/)

www.rfu.com

All BRFC members, coaches, staff are responsible for reading with the policies and procedures and to put them into practice.

If there are any questions or queries please contact the clubs welfare/safeguarding officer or club officials for guidance

What is Child Abuse?

Definition:

“The physical or emotional or sexual maltreatment of children”

Categories: There are four types of abuse which can be categorised under one or any combination of the following:

- Physical
- Neglect
- Emotional
- Sexual

How should WE respond?

- A Rugby coach is **NOT** responsible for determining whether abuse has taken place.
- A Rugby coach is responsible for protecting the child.

Do:

- Keep calm, reassure the child.
- Listen carefully to the child.
- Emphasise that the claims are being taken seriously.
- Be honest and explain you may need to involve somebody else.
- Take accurate, factual notes
- Report to a designated person in the club or contact list.
- Reporting such matters or concerns should **NOT** be delayed – see contact list

Don't:

- Make judgements
- Agree to keep secrets
- Approach the alleged abuser
- Ask leading questions

**Bideford Rugby Football Club & the RFU
Safeguarding Children & Vulnerable Adults Policy:**

1. Bideford Rugby Football Club acknowledges its responsibility to safeguard the welfare of all children and vulnerable adults involved in Bideford Rugby Club from harm.
2. Bideford Rugby Football Club 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/her safety and well being are protected.
4. 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
5. Bideford Rugby Football Club 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.

Bideford Rugby Football Club recognises that this is the responsibility of everyone involved, in whatever capacity, at the club to safeguard children.

6. Bideford Rugby Football Club will implement and comply with the RFU Code of Conduct and the Codes of Conduct for Coaches, Spectators and Officials as appropriate.
7. The Club Safeguarding Officer is Adrian Scarrett. If you witness or are aware of an incident where the welfare of a child has been put at risk you must, in the first instance, inform the Club Safeguarding Officer. They will then inform the CB Safeguarding Manager and the RFU Safeguarding Team. If an incident involves the Club Safeguarding Officer you should inform the Junior Committee Chair (Nicola Clements) and either the CB Safeguarding Manager or the RFU Safeguarding Team.
8. All members of Bideford RFC who work with children in Regulated Activity must undertake an RFU Disclosure and Barring Service (DBS) check in accordance with RFU Regulation 21.
9. Bideford 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.
 - Consuming alcohol whilst responsible for children.
 - Providing alcohol to children or allowing its supply.
 - Smoking in the presence of children.
 - Humiliating children.
 - Inappropriate or unnecessary physical contact with a child.
 - Participating in, or allowing, contact or physical games with children.
 - Having an intimate or sexual relationship with any child developed as a result of being in a 'position of trust.'
 - Making sexually explicit comments or sharing sexually explicit material.
10. Bideford RFC manages the changing facilities and arranges for them to be supervised by two DBS checked adults of the appropriate gender for the players using the facilities. Bideford 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.
11. Bideford 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.

12. Any events held on Bideford 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 Bideford RFC must comply with the relevant RFU Regulations and Guidance relating to tours.
- 13.
14. Bideford Rugby Football Club will ensure its parents, members and officials are all aware of and have accepted the club Photographic consent protocol or opted out as set out in the club junior membership pack.
15. Bideford Rugby Football Club will endeavour to comply with the Guidance for Websites as set out on the RFU website (see contact information)

This policy has been adopted in accordance with the Club Constitution.

Good Practice

- Always be in an open place when working with children.
- When offering help with manual support, make sure it is within RFU guidelines.
- Changing rooms should be supervised by DBS cleared adults
- Encourage an open environment – there must never be secretive atmosphere.
- Coaches, parents, and players MUST follow their respective codes of conduct.
- It is club policy that ALL coaches / Helpers undergo DBS checks
- All volunteers / members of the club are expected to play their part in child protection they are expected to ACT in accordance with regard to concerns or disclosure and therefore be familiar with what to do and whom to report to.

**SAFEGUARDING CHILDREN IS THE RESPONSIBILITY OF
EVERYONE**

BRFC CODES OF CONDUCT: THE GOOD MATCH OFFICIALS' CODE

Match Officials should:

- Recognise the importance of fun and enjoyment when officiating players.
- Provide positive verbal feedback in a constructive and encouraging manner during games.
- Emphasise the spirit of the game.
- Appreciate the needs of the players before the needs of the sport.
- Understand the physical and behavioural development of players.
- Be a positive role model. Set an example, and as such, comments should be positive and supportive.
- Look to self-improvement e.g. participation in training courses.
- Recognise that the safety of players is paramount.
- Explain decisions – all players are still learning and parents will understand the game better.
- Always penalise foul play and be consistent and objective
- Play advantage whenever possible in order to let the game flow.
- Show empathy for the age and ability of players.
- Be familiar with the Good Spectator's Code and ensure that verbal abuse from players, coaches or spectators is not tolerated and is dealt with by club officials immediately.
- Be aware of, and abide by, the RFU Child Protection Guidance policies and procedures.
- Officiate to the rules laid down in the Rugby Continuum and keep themselves updated on rule changes.
- Check that the home Club has provided a qualified first aider, ambulance access has not been obstructed and that appropriate equipment is available along with someone trained in its use before starting play.
- Before training sessions and matches check that studs and other clothing are in accordance with the IRB Laws of the Game.

BRFC CODES OF CONDUCT: THE GOOD COACHES' CODE

Coaches of players should:

- Recognise the importance of fun and enjoyment when coaching players. And understand that most learning is achieved through doing.
- Be a positive role model and appreciate the needs of the players before the needs of the sport.
- Keep winning and losing in perspective – encourage players to behave with dignity in all circumstances.
- Respect all referees and the decisions they make, even if they appear to make a mistake, (remember it could be you refereeing next week) and ensure that the players recognise that they must do the same.
- Provide positive verbal feedback in a constructive and encouraging manner to all players, both during coaching sessions and matches.
- Provide rugby experiences which are matched to the players' ages and abilities, as well as their physical and behavioural development.
- Ensure all players are coached in a safe environment, with adequate first aid readily to hand.
- Avoid the overplaying of the best players by using a squad system which gives everybody a satisfactory amount of playing time.
- Never allow a player to train or play when injured and ensure good supervision of players, both on and off the field.
- Recognise that players should never be exposed to extremes of heat, cold or unacceptable risk of injury and develop an awareness of nutrition as part of an overall education in lifestyle management.
- Recognise that it is **illegal for players under 18 to drink alcohol or for those under 16 to smoke**. Coaches should actively discourage both.
- Ensure that their knowledge and coaching strategies are up to date and in line with RFU philosophy.
- Be aware of, and abide by, the RFU recommended procedures for taking young people on residential tours at home and abroad.
- Be aware of and abide by the policies and procedures outlined in the Policy and Procedures for the Welfare of Young People in Rugby Union.
- Coach to the rules laid down in the Rugby Continuum and keep themselves updated on rule changes.

BRFC CODES OF CONDUCT: THE GOOD PLAYERS' CODE

Players should be encouraged to:

- Recognise and appreciate the efforts made by coaches, parents, match officials and administration in providing the opportunity to play the game and enjoy the rugby environment.
- Understand the values of loyalty and commitment to adults and team mates.
- Recognise that every player has a right to expect their involvement in rugby to be safe and free from all types of abuse.
- Understand that if an individual or group of players feel they are not being treated in a manner that is acceptable, then they should tell an adult either at the Club or outside of the game.
- Play because they want to do so, not to please coaches or parent.
- Remember that skill development, fun and enjoyment are the most important parts of the game.
- Be attentive at all training and coaching sessions.
- Work equally hard for themselves and their team – both will then benefit.
- Recognise good play by all players on their team and by their opponents.
- Be a sportsman – win with dignity, lose with grace.
- Play to the IRB Laws of the Game and accept, without question, all referees' decision even if they appear to make a mistake.
- Control their emotions. Verbal or physical abuse of team mates, opponents, coaches, match officials or spectators is not acceptable.
- Treat all players, as they would like to be treated themselves. Do not interfere with, bully or take advantage of any player.

BRFC CODES OF CONDUCT: THE GOOD PARENTS' CODE

Club should encourage parents and guardians to:

- Be familiar with the coaching & training programme so that they can ensure their child is fully involved & coaches are aware of their availability.
- Be familiar with the teaching and coaching methods used by observing the coaching and training sessions in which their child participates.
- Be aware that the Club has a duty of care to ensure the safety of players and, where appropriate, assist coaches with the supervision of the players, particularly where numbers are large and there is a need to transport players to away games.
- Be involved with Club activities and share their expertise.
- Share concerns, if they have them, with Club officials.
- Be familiar with the Good Coaches' Code In particular, be aware that:
 - Coaches should recognise the importance of fun and enjoyment when coaching players.
 - Coaches should keep winning and losing in perspective & encourage players to behave with dignity in all circumstances.
- Support coaches in installing these values.
- Remember that young people play rugby for their own enjoyment not that of their parents. Remember young people learn much by example
- Encourage young people to play – do not force them. Focus on the players efforts, rather than winning or losing.
- Be realistic about the players' abilities; do not push them towards a level they are not capable of achieving.
- Provide positive verbal feedback both in training and during the game and remember that persistent, negative messages will adversely affect the players' and referee's performance and attitude.
- Always support the Club in their efforts to eradicate loud, coarse and abusive behaviour from the game.
- Always show appreciation of good play by all players both from their own Club and the opposition.
- Respect decisions made by the match officials, even if they appear to be a mistake, and encourage players to do likewise

BRFC CODES OF CONDUCT: THE GOOD SPECTATORS' CODE
Club should encourage spectators to:

- Act as positive role models to all players.
- Be familiar with, and abide by, the RFU Child Protection Guidelines in relation to verbal and emotional abuse.
- Respect guidance from the Club with regard to spectator behaviour. Remember children play sport primarily for their own enjoyment, not for that of spectators.
- Acknowledge good individual and team performance from all players irrespective of the team in which they play.
- Respect match officials' decisions, even if they appear to be a mistake – remember, they are volunteers providing an opportunity for players to play rugby.
- Never verbally abuse players, coaches, match officials or fellow spectators: such behaviour can create a negative environment for players and their behaviour will often reflect this
- Acknowledge effort and good performance rather than 'to win at all costs'. Verbally encourage all players in a positive manner, shouting 'for' not 'at' the players.
- Encourage all players irrespective of their ability – never ridicule any individual player, regardless of the team in which they play.

CONTACT LIST:

First point of contact (Bideford RFC);	Adrian Scarrett (Club Safeguarding Officer) safeguardingbrfc@gmail.com
Or	Claire Morgan Safeguarding Team member bidefordjnrrugby@btinternet.com
Nearest Police station with responsibility for general enquiries.	Devon & Cornwall Constabulary Bideford Police Station New Rd, Bideford, Devon EX39 2BW Tel: 101
Devon County unit with responsibility for Child Protection.	MASH Multi Agency Safeguarding Hub Tel: 0345 155 1071 email: mashsecure@devon.gcsx.gov.uk
RFU Safeguarding Team	RFU Child Protection Helpline: 0208 8316655 annhutchins@rfu.com
RFU Devon Team	Devon RFU Safeguarding Manager,; Home (01271) 371187 – Mobile 07800 534377. Email: elaine.palmer27@btinternet.com
Devon RFU Safeguarding Team:	http://clubs.rfu.com/Clubs/portals/devonrfu/Safeguarding.aspx
Child line UK	0800 11 11 (24 Hour)
NSPCC	0800 800 500 (24 Hour)

FURTHER READING

BRFC has adopted all RFU guidance and policy into its own policies which can be found on: <http://www.rfu.com> particularly:

RFU Safeguarding Children and Vulnerable adults in Rugby Union; Policy & Guidance
Child Protection in Sport Unit (CPSU) Photographs & Images of Children briefing and policy

Child Protection in Sport Unit (CPSU) Safe recruitment in sport briefing and policy

Child protection in Sport Unit (CPSU) Managing Challenging Behaviour briefing and policy

Child Protection in Sport Unit (CPSU) Tour Policy

Also hard copies available from:

Rugby House
Twickenham Stadium
200 Whitton Road
Twickenham , TW2 7BA Tel: 0208 831 2000

What to do if you're worried a Child is being abused?

Reference: DFES-04320-2006 **Published:** December 2006 **Publication Type:** Guidance

Audience: Children's health services, Lead Member for Children's Services, Local Authorities, People who work with children

Can be downloaded from:

<https://www.education.gov.uk/publications/standard/publicationdetail/page1/dfes-04320-2006>

Keeping your child safe in sport

Published by: Sport England / NSPCC / department for children, schools and families

Available from: Department for Culture, Media and Sport 20 7211 6200 or email enquiries@culture.gov.uk

APPENDIX 1

Bideford Rugby Club Junior Section Code of Conduct

Player safety is paramount and remains the highest priority of the Junior Committee. We would therefore like to draw the attention of players, parents & carers to the “Good Players’ Code” which all players sign at the start of each season.

Poor behaviour and breaches of the Code cannot be tolerated as it endangers players and puts unacceptable pressure on our committed volunteers who give up their time freely to coach rugby.

As such, the Committee has agreed that breaches of the Code, either at training or at matches, will be dealt with using the following sanctions:

1. A clear verbal warning will be issued.
2. If players do not heed the warning, they will be told to sit out for 10 minutes.
3. If behaviour continues to cause problems then they will not be able to attend the following training session.

Repeated breaches of the Code, and continued poor behaviour, will be referred to the Committee.

We thank you for your help in ensuring that being a player in the Bideford Rugby Junior Club remains fun, challenging and fulfilling.

The Junior Section Committee
October 2017