**Hucclecote Rugby Football Club Safeguarding Policy**

**Last Updated: 15th December 2021**

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## 1.Policy Statement

Hucclecote Rugby Football Club acknowledges its responsibility to safeguard the welfare of all children involved in Hucclecote from harm.

Hucclecote 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 and any successor policy.

A child is anyone under the age of 18 engaged in any rugby union activity.

However, where a 17 year old player is playing in the adult game it is essential that every reasonable precaution is taken to ensure their safety and wellbeing are protected.

## 2.Club Principles

2.1. The Key Principles of the RFU Safeguarding Policy are that:

2.2. The welfare of the child is, and must always be, paramount to any other considerations

2.3. 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

2.4. All allegations or suspicions of abuse, neglect, harm and poor practice will be taken seriously and responded to swiftly, fairly and appropriately

2.5. Working in partnership with other organisations, statutory agencies, parents, carers, children and young people is essential for the welfare of children

2.6. Children have a right to expect support and personal & social development delivered by an appropriately recruited, vetted and managed Adult in relation to their participation in rugby union, whether they are playing, volunteering or officiating in the community or professional areas of the sport

2.7. Hucclecote RFC shall promote and encourage all activity to be conducted in accordance with the RFU Core Values:

* TEAMWORK
* DISCIPLINE
* SPORTSMANSHIP
* RESPECT
* ENJOYMENT

* 1. Hucclecote 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. Hucclecote RFC recognises that this is the responsibility of everyone involved, in whatever capacity, at the club.
	2. Any events held on Hucclecote RFC premises must comply with this Policy and if appropriate a Safeguarding Plan should be discussed and circulated to those affected.

## 3.Volunteer Requirements & Recruitment

3.1. Any new Volunteer Coach or Team Manager shall be briefed by a Junior Committee Member regarding the minimum requirements. In addition, should the individual not be prior known by the club, they shall be interviewed by a Committee Panel and discussion shall be held with nominated and appropriate references, preferably previous sporting clubs.

3.2. All members of Hucclecote RFC who work with children in Regulated Activity must undertake an RFU Disclosure and Barring Service (DBS) check in accordance with RFU Regulation 21.

3.3. Hucclecote 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.

3.4. Hucclecote RFC have set a minimum mandatory standard for all coaches to have completed the following:

* DBS Certification
* Play It Safe Course
* Online Concussion Awareness
* Rugby Ready

In addition, each Age Group must have at least one individual that has completed the following:

* First Aid Certification
* Rugby Coaching Award (Under 9s and above)

## 4.Social Media

4.1. Any photos and/or videos should not be publically shared on social media by the club or individuals without the consent of parents/guardians, as further covered below.

4.2. Club social media pages shall be moderated by club officials who will not tolerate inappropriate behaviour, bad language and bullying.

## 5.Photography & Videos

5.1. Hucclecote RFC shall seek to obtain parental/guardian consent for photographs and/or videos to be taken whilst a child is either at the club or away fixtures. This shall be renewed on an annual basis whilst obtaining contact information and membership details.

5.2. Any parent/guardian shall have the right to alter their consent at any point.

5.3. Personal information which can lead to a child being identified should never be used. If it is necessary to name a child, Hucclecote RFC shall obtain written parental consent in advance and have informed the parents as to how the image will be used.

5.4. Hucclecote RFC shall conduct all photographic and video activity in accordance with the RFU Safeguarding Toolkit

5.5. Club photographs shall be of the activity or team, not of one individual.

## 6.Codes of Conduct & Best Practice

6.1. Hucclecote RFC will implement and comply with the RFU Code of Conduct and the Club Codes of Conduct for Coaches, Spectators and Players as appropriate.

6.2. Hucclecote 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.

6.3. Hucclecote 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

6.4. Hucclecote 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. Hucclecote 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.

## 7.Touring with Children

7.1. Any tours, overseas or domestic, undertaken by Hucclecote RFC must comply with the relevant RFU Regulations and Guidance relating to tours.

7.2. The Club Junior Section Chair, Junior Head Coach and Safeguarding Officer must all be consulted during the planning stages of any touring activity.

## 8.Club Contacts

8.1. The Club Safeguarding Officer is Sharon Roberts. 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 (CSO), or Assistant if the CSO is not available. They will then inform the CB Safeguarding team and the RFU Safeguarding Team. If an incident involves the Club Safeguarding Officer you should inform one of the Assistant Safeguarding officers, Helena Cutler, Shawn Davis and either the CB Safeguarding Manager or the RFU Safeguarding Team.

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| **Role**  | **Name**  | **Telephone Number**  | **Email Address**  |
| Club Safeguarding Officer  | Sharon Roberts  | 07966 216027 | safeguarding@hucclecoterfc.co.uk sharonstroud@yahoo.co.uk |
| Assistant Safeguarding Officer  | Helena Cutler  | 07917 043935  | helena.cutler72@gmail.com  |
| Assistant Safeguarding Officer  | Shawn Davis  | 07801 260290  | shawndavis@hotmail.co.uk  |
| Club safe Lead  | Craig Wilson | 07901 557478  | Craig-wilson5@sky.com |
| Mini/Junior Section Chair  | Sandra Morgan  | 07730658566  | Sandramorgan499@gmail.com  |
| Club President / Chairman - Mini/Junior Head Coach  | Nigel Matthews  | 07884 408867  | nige2\_matthews@hotmail.com  |

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|  **Club Safeguarding Officer**   |  | **Mini/Junior Section Chair**  |
|  Signed ………………………………….   |   |  Signed ………………………………….  |
|  Name ………………………………….   |   |  Name ………………………………….  |
|  Date ………………………………….   |   |  Date ………………………………….  |
| **Deputy Safeguarding Officer**   |  | **Club safe lead**  |
|  Signed ………………………………….   |   |  Signed ………………………………….  |
|  Name ………………………………….   |   |  Name ………………………………….  |
|  Date ………………………………….  |   |  Date ………………………………….  |

Appendix 1

# HUCCLECOTE RFC GOOD COACHES’ CODE OF CONDUCT

As a good Coach of young players you should:

* Recognise the importance of fun and enjoyment when coaching young players
* Understand that most learning is achieved through doing. Appreciate the needs of the players before the needs of the sport
* Be a positive role model – think what this implies
* Keep winning and losing in perspective – encourage players to behave with dignity in all circumstances
* Respect all referees and the decisions they make and ensure that the players recognise that they must do the same
* Provide positive verbal feedback in a constructive and encouraging manner, to all young players, both during coaching sessions and matches As a good Coach of young players you must:
* Provide rugby experiences which are matched to the players’ ages and abilities, as well as their physical and mental development
* Ensure all players are coached in a safe environment, with adequate first aid readily available
* 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
* 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
* 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
* Ensure that your knowledge and coaching strategies are up to date and in line with RFU philosophy
* Be aware of and abide by the RFU policies and procedures which the RFU require for Child Protection, the Safety of Young People in Rugby and for young players tours

REMEMBER: Coaches working with young players up to the age of 12 must follow the guidelines laid down by RFU Rugby Continuum.

Coaches working with young players aged 13+ must be aware of the under 15 and under 19 law variations, including those that apply to cross border matches.

Appendix 2

# HUCCLECOTE RFC GOOD PLAYERS’ CODE OF CONDUCT

To be considered a good team player, Hucclecote RFC encourages you to:

* Recognise and appreciate the efforts of coaches, parents, match officials and administrators in providing the opportunity for you to play the game and enjoy the rugby environment
* Understand the values of loyalty and commitment to your team, team mates and adults who contribute
* Recognise that every player has a right to expect their involvement in rugby to be safe and free from all types of abuse
* Understand if any individual or group of young players is not being treated acceptably you have the right to tell an adult, at the club or outside of the game
* Play because you want to, not just to please coaches or parents
* Be focussed and attentive at all training and coaching sessions
* Work as hard for your team as for yourself – both will benefit
* Be a sportsman - win or lose - and recognise good play by all players on both teams
* Play to the laws of the game and accept referees’ decisions without question
* Control your emotions. Verbal or physical abuse of team mates, opponents, coaches, match officials or spectators is not acceptable
* Treat all players as you would wish to be treated yourself. Do not interfere with, bully or take advantage of any player

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| **WIN WITH DIGNITY** **LOSE WITH GRACE**  |

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Appendix 3

# HUCCLECOTE RFC

**PARENT AND SPECTATOR CODE OF CONDUCT**

* **DO** Show respect for officials and other players
* **DO** Encourage in your support
* **DO** Be courteous to all
* **DO** Applaud good play
* **DO** Verbally support in a proactive manner
* **DO** Remember victory is not everything
* **DO** Remember children are playing for their own enjoyment
* **DO** Enjoy the day and transmit that enthusiasm to the players

* **DO NOT** force your child to play
* **DO NOT** stray on to the pitch at any time
* **DO NOT** verbally abuse match officials – remember they are volunteers
* **DO NOT** verbally abuse players or other spectators
* **DO NOT** use bad language
* **DO NOT** threaten or intimidate
* **DO NOT** become involved in physical aggression
* **DO NOT** do anything which is likely to offend by way of insult, humiliation or discrimination.

**RESPECT – ENJOYMENT – DISCIPLINE - SPORTSMANSHIP**



Appendix 4

Safeguarding referral form – use link <https://www.englandrugby.com//dxdam/91/91d2809e-07b8-43ba-8860-707c25534a80/SafeguardingReferralForm.pdf>

Please provide information on this form, paper copies available on request C/o Mark Howkins, if you have a concern or an issue relating to someone or something at your rugby club.



**Use of the Initial Issue/Concern Reporting Form What should be reported?**

The welfare of the child is paramount. In order to assist the RFU and your club in upholding this principle you are asked to complete the form for any issues/concerns or incidents. When completing the form please give full names and their club roles. Concerns may be about the behaviour of any child or adult involved or spectating at your club and *could* include:

* General concerns about a child’s welfare
* Concerns related to a safeguarding incident e.g. bullying or poor practice
* Concerns, Suspicions or allegations of misconduct
* Breaches of the RFU Core Values or your club Code of Conduct
* Allegations of abuse made by or against any child or adult

If you would like further details of what should be reported please refer to the *RFU Safeguarding Policy, Procedures and Guidance* which can be found on Safeguarding pages of the RFU website.

To discuss a specific concern or issue please contact your Club Safeguarding Officer or your Constituent Body Safeguarding Manager in the first instance.

Please send this form to your Club Safeguarding Officer, your CB Safeguarding

Manager and

the RFU Safeguarding Team at rmg@therfu.com