HELLINGLY RUGBY FOOTBALL CLUB C.I.C.

Lower Horsebridge, Hailsham, East Sussex. BN27 4DJ

SAFEGUARDING CHILDREN & VULNERABLE ADULTS POLICY

1. Hellingly Rugby Football Club C.I.C. ("the Club") acknowledges its responsibility to safeguard the welfare of all children and vulnerable adults involved in the Club from harm.
2. The Club confirms that it adheres to the RFU 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 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.

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. The 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. Hellingly RFC recognises that this is the responsibility of everyone involved, in whatever capacity, at the club.

6. The Club will implement and comply with the RFU Code of Conduct and the Codes of Conduct for Coaches, Spectators and Officials as appropriate. The Club will ensure its spectators, parents, members and officials are all aware of and have accepted the Club's Photographic Policy as set out in the club registration pack and on the website.

7. The Club will endeavour to comply with the Guidance for Websites as set out by the RFU.

8. The Club Safeguarding Officer is Alex Potts. 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's Safeguarding Officer. She will then inform the CB Safeguarding Manager and the RFU Safeguarding Executive. If an incident involves the Club's Safeguarding Officer, you should inform the Club Chairman and either the CB Safeguarding Manager or the RFU Safeguarding Executive

9. All members of the Club who have regular supervisory contact with children or a management responsibility for those working with children more than four times a month must undertake an RFU Enhanced DBS Check and must be ISA registered in accordance with the RFU ISA registration policy. They must also attend and complete the RFU "Stay Safe" course and "Headsafe" on-line module

10. The Club will ensure that all its members, whether they are coaches, parents, players or officials will comply with Best Practice Guidance as issued by the RFU. In summary, the following are **NOT** acceptable and will be treated seriously by the Club, the CB or the RFU:

    - Working alone with a child, children, vulnerable adult or adults.
    - Consuming or being under the influence of alcohol or illegal substances whilst responsible for children or vulnerable adults.
    - Providing alcohol to children or allowing its supply or sale.
    - 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 a 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. The Club manages the changing facilities and arranges for them to be supervised by two adults (ISA registered, and DBS checked) of the appropriate gender for the players using the facilities. Hellingly 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. Where supervision is not possible changing rooms are not to be used. Under 18’s playing in Senior teams must change before or after senior players.

12. The Club will ensure that its coaches and team managers will receive the support and training considered appropriate to their position and role.

13. Any events held on the Clubs premises must comply with this policy and if appropriate a Safeguarding Plan and Risk Assessment carried out and circulated to those affected. Any tours, overseas or domestic, undertaken by the Club must comply with the relevant RFU Regulations and Guidance relating to tours and the CB policy on Minis & Juniors touring.

Reviewed and amended: 5th June 2019