



Yate Rugby Academy Safeguarding Policy 2024

Children and Young People

Why is this policy necessary?

The Rugby Football Union (RFU) is committed to safeguarding and promoting the welfare of children in the sport. All children are entitled to feel safe and protected from any form of abuse and neglect, and have the right to take part in sport in a safe, positive and enjoyable environment. Safeguarding and promoting the welfare of children is defined within statutory guidance “Working Together to Safeguard Children” as protecting children from maltreatment; preventing impairment of children’s health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes. This policy statement is based on the following key principles: • The welfare of the child is paramount • All participants regardless of age, sex, ability or disability, race, colour, nationality, ethnic or national origin, religion or belief, size, or sexual orientation 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.

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.

Introduction

Yate Rugby Academy acknowledges the duty of care to safeguard and promote the welfare of ALL children involved in Yate Youth Rugby from harm. The club is committed to ensuring our safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice. The policy recognises that the welfare and interests of children are paramount in all circumstances. It aims to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background, all children:

- have a positive and enjoyable experience of sport at Yate Rugby Academy in a safe and child-centered environment.
- are protected from abuse whilst participating in Mini and Youth Rugby or outside of the activity.

Yate Rugby Academy acknowledges that some children, including disabled children and young people or those from ethnic minority communities, can be particularly vulnerable to psychological and mental abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

Yate Rugby Academy 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.

The Key Principles of the RFU Safeguarding Policy are that:

- The welfare of the child 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.
- 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.

As part of our safeguarding policy Yate Rugby will:

- Promote and prioritise the safety and wellbeing of children and young people.
- Ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people.
- Ensure appropriate action is taken in the event of incidents/concerns of abuse and support provided to the individual/s who raise or disclose the concern.
- Ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored in line with General Data Protection Regulation guidance.
- Ensure robust safeguarding arrangements and procedures are in operation. This includes the use of social media arrangements. The club has a ***separate Social Media Policy***.
- Take seriously and respond appropriately and promptly to safeguarding concerns, incidents and allegations.
- Ensure staff are trained in child and adult safeguarding at a level appropriate to their role and responsibility and know how to report safeguarding concerns both internally and externally.
- Ensure that proper and effective checks and precautions for child safeguarding are undertaken during the recruitment of all staff.
- To ensure that all staff know who is the Designated Safeguarding Officer (DSO).

- The policy and procedures will be widely promoted and are mandatory for **everyone** involved in Yate Rugby Academy. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.
SAFEGUARDING IS EVERYONE'S RESPONSIBILITY.

This policy highlights the routes for identifying, monitoring and reporting procedures to ensure that children and classes are performed in a safe and secure environment. Further, more explanatory safeguarding policies can be found on the Rugby Union (RFU) website and Local Council Websites. Yate Rugby Academy abides by, aligns and uses the same definitions and safeguarding policies as that of the RFU safeguarding policy –
<https://www.englandrugby.com/dxdam/8a/8a4d35ee-0a0a-458d-8bcc-20dba6ff3065/safeguardingpolicybooklet.pdf>

As part of this Yate Rugby Academy will implement and comply with the RFU Code of Conduct and the Codes of Conduct for Coaches, Spectators and Officials as appropriate. Please refer to our separate ***'Codes of Conduct' policies***

Roles and Responsibilities.

The Club Designated Safeguarding Officer (DSO) is Rachel Welch (07368458241)

It is vital that all employees and volunteers are aware of the signs of abuse as outlined in the RFU safeguarding policy. All working and volunteer staff have a responsibility to report safeguarding concerns, incidents or allegations, but are not responsible for investigating individual cases.

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 Designated Safeguarding Officer (DSO). They will then inform the Steve Baines (Safeguarding Manager for GRFU and is responsible for championing safeguarding and Rugby's Core Values throughout GRFU) and the RFU Safeguarding Team. If an incident involves the Club Safeguarding Officer you should inform Steve Baines or the RFU Safeguarding Team. Details of how to contact these can be found at:

<https://www.englandrugby.com/governance/safeguarding/contact-the-rfu-safeguarding-team>

The Safeguarding Officer and Club Chairman will:

- Ensure that all employees and volunteers have undergone relevant checks which are not limited to but include screening by the Disclosure and Barring Service (DBS) at the appropriate level to which they are employed.
- Ensure that all necessary procedures and practices are in place to provide adequate protection

for children.

- Ensure that all employees and volunteers who are working with children are adequately trained on Yate Rugby Academy safeguarding policies.
- Ensure that parents/carers of children are aware that in providing Yate Rugby Academy sessions, staff are not acting as Loco Parentis (in the place of a parent).
- Ensure that this policy is up to date and visible online and available electronically.
- Ensure that where a concern is raised that it is dealt with within GDPR compliance regulations and with the relevant external party only and ensure the safe and secure transfer of relevant information, following external party guidelines and GDPR policies.
- Yate Rugby Academy will ensure that all staff and volunteers are made aware that the Rachel Welch is nominated 'Designated Safeguarding Officers' (DSO). It is the responsibility of the DSO to ensure the training of up to date policies on safeguarding is conducted and to ensure that staff are aware of the companies safeguarding policy.

The role of the DSO is, but not limited to:

- Ensuring there is a safeguarding policy and reporting procedure in place.
- Ensuring volunteers are aware how to raise safeguarding concerns.
- Maintaining an accurate and secure central child and adult safeguarding record where necessary.
- Encouraging and supporting a culture of listening to children in order to protect them.
- Recognising and reporting

Training

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

Yate Rugby Academy will ensure that its coaches will receive the support and training considered appropriate to their position and role.

Yate Rugby Academy will ensure that its employees, volunteers and representatives are aware of the companies safeguarding policies and reporting procedures.

Yate Rugby Academy 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.

Yate Rugby Academy 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. The club 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.

Any 'rugby' events held on Yate Rugby Academy premises (YOSC) 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 the club must comply with the relevant RFU Regulations and Guidance relating to tours.

Monitoring of this policy

The policy will be reviewed a year after development and then every three years, or in the following circumstances:

- changes in legislation and/or government guidance
- as required by the Local Safeguarding Children Board, UK Sport and/or Home Country Sports Councils
- as a result of any other significant change or event.

Useful Links and Other Information

This policy will be made available to view on the Yate Rugby Academy Website : www.yaterugby.com

Should a copy be needed by any parent or career please do reach out to the Yate Rugby DSO. Details of how to contact them can be found above.

Contact details for the club:

Yate Rugby

Yate Outdoor Sports Complex

Broad Lane

Yate

BS37 7LB

T. 07540 248874

Email. yaterugby@gmail.com

England Rugby (RFU) safeguarding policy –

<https://www.englandrugby.com/dxdam/8a/8a4d35ee-0a0a-458d-8bcc-20dba6ff3065/safeguardingpolicybooklet.pdf>

Childline – www.childline.org.uk 0800 1111

NSPCC – www.nspcc.org.uk.