



Safeguarding Adults Policy 2024

“Safeguarding means protecting an adult’s right to live in safety, free from abuse and neglect. It is about people and organisations working together to prevent and stop both the risks and experience of abuse or neglect, while at the same time making sure that the adult’s wellbeing is promoted” (Care Act 2014)

Why is this policy necessary?

Adult safeguarding work is about protecting adults with care and support needs from abuse and neglect, and about responding well when adults with care and support needs are experiencing or are at risk of abuse or neglect. Yate Rugby Club and the RFU accept their responsibility to safeguard the welfare of all adults involved in the game, particularly those deemed at risk.

All adults working, volunteering and participating in sport deserve their experience to be a positive one. Getting this right will ensure a wider participation in rugby union and ensuring safe access for all. The Care Act 2014 put the safeguarding of adults onto a statutory footing. The RFU member clubs have regular contact with many people and so have a crucial role in the support, identification and reporting of adults who may be at risk of harm.

This sets out the duties and powers in law around adult safeguarding issues. It says the local authority is the lead agency on responding to adult safeguarding concerns and that Safeguarding Adults Boards (SAB) have the strategic lead for their area; The Care and Support Statutory Guidance: This gives detail about what must and should be done in relation to adult safeguarding issues. As it is statutory guidance, it must be followed unless you have good reason not to Surrey Safeguarding Adults Board Policy and Procedures: This gives the framework for multi-agency responses to adult safeguarding concerns.

Introduction

The Rugby Football Union (RFU) is the national governing body for rugby union in England. The RFU and Yate Rugby Club is committed to creating and maintaining a safe and positive environment for everyone to enjoy rugby union and participate whether it be playing, volunteering or spectating.

Yate Rugby Club and the RFU recognises that abuse of an adult links to circumstances rather than the characteristics of the people experiencing the harm and that labelling groups of people as inherently ‘vulnerable’ is disempowering.

All adults, regardless of age, ability or disability, gender, race, religion, ethnic origin, sexual orientation, marital or gender status have the right to be protected from abuse and poor practice and to participate in rugby in an enjoyable and safe environment.

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 this document.

Definitions

To assist you in working through and understanding this policy a number of key definitions need to be explained.

An adult is anyone aged 18 or over.

Adult safeguarding is protecting a person's rights to live in safety, free from abuse and neglect.

The statutory safeguarding duties apply to an adult who:

- Has needs for care and support (whether or not the local authority is meeting any of those needs)
- Is experiencing, or is at risk of, abuse or neglect Is unable to protect themselves from either the risk of, or the experience of, abuse or neglect, as a result of those care and support needs

This includes adults with physical, sensory and mental impairments and learning disabilities, however those impairments have arisen, such as whether present from birth or due to advancing age, chronic illness or injury. Also included are people with a mental illness, dementia or other memory impairments, and people who misuse substances or alcohol. In this policy and procedure the term "adult" means people coming within this definition

Capacity - refers to the ability to make a decision at a particular time. The starting assumption must always be that a person has the capacity to make a decision unless it can be established that they lack capacity (Mental Capacity Act 2005).

Guidance and Legislation

The practices and procedures within this policy are based on the principles contained within the UK legislation and Government Guidance and have been developed to complement Safeguarding Adults Boards policy and procedures

They take the following into consideration: • The Care Act 2014 • The Protection of Freedoms Act 2012 • Domestic Violence, Crime and Victims (Amendment) Act 2012 • The Equality Act 2010 • The Safeguarding Vulnerable Groups Act 2006 • Mental Capacity Act 2005 • Sexual Offences Act 2003 • The Human Rights Act 1998 • The Data Protection Act 1998

Policy Aims

Yate Rugby Club will not tolerate the abuse of adults with care and support needs. It is committed to promoting wellbeing, preventing harm and responding effectively if concerns are raised Yate Rugby Club is committed to the aims of adult safeguarding

- Prevent harm and reduce the risk of abuse or neglect to adults with care and support needs • stop abuse or neglect wherever possible
- Safeguard adults in a way that supports them in making choices and having control about how they want to live
- Promote an approach that concentrates on improving life for the adults concerned • raise public awareness so that communities as a whole, alongside professionals, play their part in preventing,
- Identifying and responding to abuse and neglect
- Provide information and support in accessible ways to help people understand the different types of abuse, how to stay safe and what to do to raise a concern about the safety or well-being of an adult
- Address what has caused the abuse or neglect to contribute to meeting these aims, we will:
- Manage our services in a way which minimises the risk of abuse occurring
- Work with adults with care and support needs and other agencies to end any abuse that is taking place.

To achieve these aims we will:

- Ensure that all managers, employees and volunteers have access to and are familiar with this safeguarding adult policy and procedure and their responsibilities within it
- Ensure concerns or allegations of abuse are always taken seriously
- Ensure the Mental Capacity Act is used to make decisions on behalf of those adults at risk who are unable to make particular decisions for themselves.
- Ensure all staff/volunteers receive training in relation safeguarding adults at a level relevant to their role.
- Ensure that people using our services, and where relevant their relatives and their friends, have access to information about how to report concerns or allegations of abuse.
- Ensure there is a named lead person to promote adult safeguarding awareness and practice within the organisation.

Policy Principles

- Yate Rugby Club and the RFU will seek to ensure that rugby union is inclusive and make reasonable adjustments for any ability, disability or impairment, we will also commit to continuous development, monitoring and review.
 - The rights, dignity and worth of all adults will always be respected.
 - Yate Rugby Club and the RFU recognise that ability and disability can change over time, such that some adults may be additionally vulnerable to abuse, in particular those adults with care and support needs.
 - Yate Rugby Club The RFU and its member clubs have shared responsibility to ensure the safety and wellbeing of all adults and will act appropriately and report concerns whether these concerns arise within rugby union or in the wider community.
 - All allegations will be taken seriously and responded to quickly in line with this Policy and the clubs Safeguarding Procedures.
 - Yate Rugby Club and the RFU recognises the role and responsibilities of the statutory agencies in safeguarding adults and is committed to complying with the procedures of the Local Safeguarding Adults Boards.

“No professional should assume that someone else will pass on information which they think may be critical to the safety and wellbeing of the adult. If a professional has concerns about the adult’s welfare and believes they are suffering or likely to suffer abuse or neglect, then they should share the information with the local authority and, or, the police if they believe or suspect that a crime has been committed.” (Care and Support Statutory Guidance, March 2016, paragraph 14.43)

Policy Procedures

Respond, Record, Report and Refer

Respond - Yate Rugby Club and RFU members and volunteers are not expected to be experts in recognition of a safeguarding concern; however, all adults working, volunteering and participating have a duty of care to be vigilant and respond appropriately to suspicions of poor practice, abuse or bullying. The RFU and its members have a duty to respond if they feel that an adult is suffering, or likely to suffer, harm inside or outside rugby union. The RFU and its members are required to respond if they consider that an adult poses a risk of harm to others.

In respect of harm to children please see the Yate Rugby Academy and RFU Safeguarding Children Policy.

Record –

Make a note of what the person has said using his or her own words as soon as practicable.

Completing a Safeguarding Referral Form which can be found here:

<https://www.englandrugby.com/governance/safeguarding/sharing-concerns>

Report – Yate Rugby Club has a Club Designated Safeguarding Officer (Rachel Welch 07368458241).

Any matters of concern should also be reported to Rachel Welch (also available at rachiew100@hotmail.co.uk) unless there is immediate danger when the police should be called on 999 or 101.

Refer - Matters referred to the RFU will be dealt with by the RFU Safeguarding Team. Once the RFU Safeguarding Team receives written notification of an incident, concern, allegation or disclosure it will assume management of the case.

If the case is being investigated by the police or other agencies the RFU Safeguarding Team will liaise with them. The RFU Safeguarding Team may refer the matter to the RFU's Referral Management Group (RMG) for consideration.

The RMG is a cross-departmental group charged by the RFU with assessing the risk that individuals pose to children and adults at risk. Incidents may be referred by the RMG to the RFU Discipline Department. The provisions of RFU Regulation 21 (Safeguarding) are applicable to an adult at risk in rugby union and those working with them, in the same way that they apply to children in rugby union and those working with them .

It must be emphasised that not all matters referred to the RFU Safeguarding Team will be dealt with under the Safeguarding Adults Policy.

When an adult does not meet the definition of 'an adult at risk' then consideration should be given for the matter to be dealt with as a complaint or breach of the Core Values. The RFU Safeguarding Team may refer the matter back to the club or CB.

Where a potential criminal offence has been committed the complainant will always be advised of their right to contact the police.

Review and Monitoring of this Policy and Appendices will be completed annually by Club Safeguarding Officer.