



Dudley Kingswinford Rugby Football Club



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Safeguarding Policy

1. **Dudley Kingswinford** Rugby Football Club acknowledges its responsibility to safeguard the welfare of all children involved at DKRFC from harm.
2. **Dudley Kingswinford** 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.
3. A child is anyone under the age of 18 engaged in any rugby union activity. However, where a 17 year old player, male or female, is playing in the adult game it is essential that every reasonable precaution is taken to ensure his/her safety and wellbeing are protected. The RFU form Playing Adult Rugby must be completed and submitted to the CSO who will then forward it to North Midlands Safeguarding Officer for approval.
4. The Key Principles of the RFU Safeguarding Policy are that:
 - 4.1 The welfare of the child is, and must always be, paramount to any other considerations.
 - 4.2 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.
 - 4.3 All allegations or suspicions of abuse, neglect, harm and poor practice will be taken seriously and responded to swiftly, fairly and appropriately.
 - 4.4 Working in partnership with other organisations, statutory agencies, parents, carers, children and young people is essential for the welfare of children and young people.
 - 4.5 Children have a right to expect support, and personal and social development delivered by an appropriately recruited, vetted and managed person 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. **Dudley Kingswinford** 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. **Dudley Kingswinford** RFC recognises that this is the responsibility of everyone involved, in whatever capacity, at the club.



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6. **Dudley Kingswinford** RFC 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, *Mandy Platts*, 07805219493, *acplatts62@gmail.com*. 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 Safeguarding Officer. They will then inform the CB Safeguarding Manager and the RFU Safeguarding Executive. If an incident involves the Club Safeguarding Officer you should inform *Neil Shillingford*, *dkdor@btinternet.com* and either the CB Safeguarding Manager or the RFU Safeguarding Executive.
8. All members of **Dudley Kingswinford** RFC who work with children in Regulated Activity must undertake an RFU Enhanced DBS check in accordance with RFU Regulation 21. No person can work with children unsupervised until an RFU approved DBS check is in place.
9. If the RFU request a reference from the club, the Club Safeguarding Officer will report to a committee formed of persons holding the following roles: Director of Rugby, Chairperson of Youth, Vice Chairperson of Youth and Rugby Safe Lead. The CSO will inform them the details of the situation, whilst protecting the applicant's identity. A vote will then be taken as to whether the Club will provide a reference. If agreed the Club Safeguarding Officer will submit a reference to the RFU on behalf of the said Committee. If declined the Club safeguarding Officer will inform the RFU of the Committee's decision.
10. **Dudley Kingswinford** 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:
 - 10.1 Working alone with a child.
 - 10.2 Consuming alcohol whilst responsible for children.
 - 10.3 Providing alcohol to children or allowing its supply.
 - 10.4 Smoking whilst responsible for children.
 - 10.5 Humiliating children.
 - 10.6 Inappropriate or unnecessary physical contact with a child.
 - 10.7 Participating in, or allowing, contact or physical games with children.
 - 10.8 Having an intimate or sexual relationship with any child, developed as a result of being in a 'position of trust.'
 - 10.9 Making sexually explicit comments or sharing sexually explicit material.

*In the role of designated adults for tours or trips



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11. **Dudley Kingswinford** RFC manages the changing facilities and arranges for them to be supervised by two adults (RFU DBS checked) of the appropriate gender for the players using the facilities. **Dudley Kingswinford** 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.
12. **Dudley Kingswinford** RFC does not tolerate bullying in any form, including physical, verbal and emotional. The club encourages any such behaviour to be reported and appropriate action to be taken.
13. All staff (paid or voluntary) will undergo an induction with **Dudley Kingswinford** RFC, which will include the identification of any training needs and signposting to relevant documents such as; RFU's Codes of Practice, Safeguarding Policy, Regulation 15 and the club's Safeguarding Policy. All new Volunteers will need to complete the Volunteer Application Form in line with the club's Volunteer Policy.
14. **Dudley Kingswinford** RFC obtain parental consent via Player Registration on GMS for photographs to be taken whilst a child is at the club or at an away fixture. All images taken are appropriate and used appropriately in line with the RFU Safeguarding Policy and guidance.
15. **Dudley Kingswinford** RFC will ensure that its coaches and *team managers* will receive the support and training considered appropriate to their position and role. The CPSU "Managing Challenging Behaviour" document has been adopted and circulated amongst the club workforce both, voluntary and paid.
16. **Dudley Kingswinford** RFC will ensure that where possible Club Officials will communicate information through parents/carers and not through children directly. This includes text, social networking sites and email.
17. **Dudley Kingswinford** RFC will endeavour to ensure that the ratios of adult to child are met.
18. Any events held on **Dudley Kingswinford** RFC premises must comply with this Policy and if appropriate a Safeguarding Plan should be discussed and circulated to those affected.
19. Any tours, overseas or domestic, undertaken by **Dudley Kingswinford** RFC must comply with the relevant RFU Regulations and Guidance relating to tours. The club Tour Pack must be completed which includes additional Risk Assessments and requires the approval of Youth Chairman and Club Safeguarding Officer. Any tour organisers must read the RFU "Touring with Children" document.
20. All members are to be advised that there is an access road to the Golf Centre that runs parallel to the perimeter of **Dudley Kingswinford** RFC's land.



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21. The boundary to the golf range is not secure and all members should be advised on the dangers of crossing onto the said land.
22. Heathbrook Fitness opened in October 2016. This is an independent facility which is neither run nor managed by **Dudley Kingswinford** RFC but does operate on our land. All members are to be advised that this will increase the amount of traffic entering and leaving the car park. It will also increase the number of adults not known to the club on site.
23. Webuyanycar.com rent a small area of DKRFC's car park. This again increases the amount of traffic on site however visits to this company are by appointment only.
24. This policy applies to the **Whole Club** and not just to the youth section.

This must be adopted in accordance with the club constitution.

Signed

Date

Key Contacts

The Club Safeguarding Officer (CSO) is Mandy Platts
07805219493 acplatts62@gmail.com

The North Midlands Safeguarding Manager (CBSM) is Clive Haley
07884 235790 clive.haley@gmail.com

The RFU Safeguarding Case Manager is Kath Bennett
0208 831 7479 kathbennett@rfu.com

Child Protection in Sport Unit
01162347278 www.thecspu.org.uk

NSPCC
08088005000 www.nspcc.org.uk

Useful Links

RFU Safeguarding Policy
www.englandrugby.com/mm/document/myrugby/volunteers/01/30/36/55/rfu_safeguarding_policy_guidance_and_procedures_neutral.pdf