

# Safeguarding Children and Vulnerable Adults Policy Farnborough Rugby Football Club

## Statement of Intent

Farnborough Rugby Football Club acknowledges its responsibility to safeguard the welfare of all children and vulnerable adults involved in our club from harm.

Farnborough 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.

## Introduction

1. A child is anyone under the age of 18 engaged in any rugby union activity. However, where a 17-year-old male player is playing in the adult game it is essential that every reasonable precaution is taken to ensure his safety and wellbeing are protected.
2. 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.
3. FRUFC 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.
  - FRUFC recognises that this is the responsibility of everyone involved, in whatever capacity, at the club.
  - All coaches and volunteers working with children and young people at our club are made aware of good safeguarding practices and any poor practices are addressed immediately.It is **EVERYONE'S** responsibility at Farnborough RFC to report concerns.
4. As a club we abide by the RFU's Core Values.
  - 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 its policies.
  - FRUFC will implement and comply with the RFU Code of Conduct and the Code of Conduct for Coaches, Spectators and Officials as appropriate. FRUFC will ensure its spectators, parents, members and officials are all aware of and have accepted the Club

Photographic, social media and Drone Policy as set out on the Club Welcome Pack and on the website.

5. The Club Safeguarding Team consists of: Anna Manlow – 07708734564

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. They will then inform the CB Safeguarding Manager and the RFU Safeguarding Team. If an incident involves the Club Safeguarding Officer you should inform the Club Chair and either the CB Safeguarding Manager or the RFU Safeguarding Team.

6. All FRUFC volunteers who work with children in Regulated Activity must undertake an RFU Disclosure and Barring Service (DBS) check in accordance with RFU Regulation 21.

All new volunteers must also complete the RFU Volunteer Application as well as the online Safeguarding Awareness course as part of FRUFC's safer recruitment process. Following this we encourage all new volunteers to attend a RFU Play it Safe course within 6 months of starting their role.

7. FRUFC 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 on spending time 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 because of being in a 'position of trust.'
- Making sexually explicit comments or sharing sexually explicit material.

8. FRUFC always 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. FRUFC 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.

**NO UNAUTHORISED ADULTS ARE ALLOWED TO BE IN THE PLAYERS CORRIDOR, CHANGING ROOMS OR SHOWERS AT ANY TIME.**

9. FRUFC 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.

11. Any events held on FRUFC premises 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 FRUFC must comply with the relevant RFU Regulations and Guidance relating to tours.

## **Safeguarding Code of Conduct**

In the interest of maintaining child welfare it is important to adhere to the following rules when applicable:

- All rugby coaches must respect the rights, dignity and worth of every child and young person with whom they work with and treat them equally within the context of rugby union.
- All rugby coaches must place the physical and emotional wellbeing of all young players above all other considerations, including the development of performance.
- The relationship that a rugby coach develops with the players with whom they work must be based on mutual trust and respect.
- All rugby coaches must ensure that all activities undertaken are appropriate to the age, maturity, experience and ability of the young players.
- All rugby coaches must encourage young players to accept responsibility for their own behaviour and performance.

Anna Manlow FRUFC Safeguarding Officer (Policy reviewed and updated 05/01/2024)