

**WORKINGTON RFC LTD**

***ADDENDUM TO WELFARE AND HEALTH & SAFETY POLICY***  
**POLICY FOR ORGANISATION OF COACHING AND PLAYER DEVELOPMENT HAVING PARTICULAR REGARD TO THE WELFARE OF CHILDREN & YOUNG PEOPLE.**

**A. The role of the Rugby Club**

1. To adopt and implement policies for the organisation and staffing of Coaching and Player Development which include best practice in the welfare of children and young people, in accordance with the Club's Welfare and Health & Safety policy.
2. To have an Equity & Ethics Policy and an Anti-bullying policy and to challenge all discrimination, abuse and poor practice
3. To appoint a Welfare Officer who will act as the first point of contact for concerns about the welfare of young people, and to publicise the contact details; whilst accepting that all officials and committee members have a responsibility in this area.
4. To ensure that all relevant persons who have **regular supervisory** contact with children or a **management responsibility** for those working with young people undertake a Criminal Records Bureau disclosure.
5. To ensure that relevant training, support, monitoring and feedback is available for all those working with young people and that there are Codes of Conduct and Codes of Practice which are known and adhered to.
6. To have published procedures in place to deal with complaints or concerns and to respond to any indication of poor practice or abuse; including, where appropriate, disciplinary action.
7. To keep contact details of parents/carers and to keep them informed of coaching and playing activities, organisational arrangements and contact details for raising any concerns
8. To have in place guidelines in place to control and monitor the use of photographic images of children

**B. Coaches' and Managers' Responsibilities**

1. Be familiar with and adhere to the club Welfare and Health & Safety policy and procedural guidelines as above
2. Undertake any relevant training provided by or through the club.
3. Undertake a CRB Disclosure.

**C. Parents**

1. Ensure the club has all relevant details relating to their son or daughter.
2. Share any concerns initially with the club welfare officer.
3. Be involved in Club Activities.
4. Assist in the supervision of the young player where able and when appropriate.

*Adopted by Committee on.....23 January 2006.....*