



Safeguarding Children and Vulnerable Adults Policy

1. H&WRFC acknowledges its responsibility to safeguard the welfare of all children and vulnerable adults involved with the club from harm.
2. H&WRFC confirms that it adheres to the Rugby Football Union's Safeguarding Policy and Procedures, practices and guidelines and endorse and adopt the Policy Statement contained in that document.
3. 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.
4. The Key Principles of the RFU Safeguarding Children & Vulnerable Adults Policy are that:
 - The welfare of the child or vulnerable adult (as appropriate) is, and must always be, paramount in 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 or 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 and young people.
 - Children have a right to expect support, and personal and social development delivered by an appropriately recruited, vetted and managed personnel, 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. H&WRFC 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. H&WRFC recognises that this is the responsibility of everyone involved, in whatever capacity, at the club.
6. H&WRFC will implement and comply with the RFU Code of Conduct and the Codes of Conduct for Coaches, Spectators and Officials as appropriate. H&WRFC will ensure its spectators, parents, members and officials are all aware of and have accepted the Club Photographic Policy as set out in the Safeguarding Documents Folder and on the website.
7. H&WRFC will endeavour to comply with the Guidance for Websites as set out by the RFU.
8. The Club Safeguarding Officer is Jenny CHURCHYARD, contactable on mobile 07958 594232. 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

HEATHFIELD & WALDRON RUGBY FOOTBALL CLUB



involves the Club Safeguarding Officer you should inform any senior club official and either the CB Safeguarding Manager or the RFU Safeguarding Executive.

9. All members of H&WRFC who have regular supervisory contact with children or a management responsibility for those working with children must undertake a Disclosure & Barring Service (DBS) check as required by the RFU as stated in Regulation 21.
10. H&WRFC 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, children, a vulnerable adult or adults.
 - Consuming alcohol whilst responsible for children or vulnerable adults.
 - Providing alcohol to children or allowing its supply.
 - Allowing any drinking games within Minis or Juniors - The substitution of soft drinks does not make this acceptable, and continues to endorse the drinking culture of Rugby
 - Smoking in the presence of children within enclosed areas.
 - Humiliating children or vulnerable adults.
 - Inappropriate or unnecessary physical contact with a child or vulnerable adult.
 - Participating in, or allowing, contact or physical games with children or vulnerable adults.
 - Having an intimate or sexual relationship with any child or vulnerable adult developed as a result of being in a "position of trust".
 - Making sexually explicit comments or sharing sexually explicit material.
11. H&WRFC changing facilities will be supervised by adults (DBS check completed) of the appropriate gender for the players using that facility. H&WRFC ensures that all its coaches, parents, officials and spectators are aware that adults must not change/shower at the same time, using the same facilities as children and vulnerable adults. If it becomes necessary for gender appropriate adults to enter a changing room of children, two adults should be present together.
12. H&WRFC will ensure that its coaches and team managers will receive the support and training considered appropriate to their position and role. There is an RFU expectation that coaches/managers/first aiders should attend the RFU's Play It Safe safeguarding course. The RFU Managing Challenging Behaviour Policy has been adopted by the club and will be made available in the Safeguarding Policy Folder and on the website.
13. Any events held on the H&WRFC 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 H&WRFC must comply with the relevant RFU Regulations and Guidance relating to tours.

Junior Chair: Alan Young

Mini Chair: Mark Greenlees

Club Safeguarding Officer: Jenny Churchyard

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