



**CHILD PROTECTION POLICY
AND
IMPLEMENTATION PROCEDURES**

YOUTH ACADEMY POLICY

INTRODUCTION

Sport can and does have a very powerful and positive influence on people - especially young people. Not only can it provide opportunities for enjoyment and achievement; it can also develop valuable qualities such as self-esteem, leadership and teamwork. These positive effects can only take place if sport is in the right hands - in the hands of those who place the welfare of all young people first and adopt practices that support, protect and empower them.

RESPONSIBILITIES

N.E.W. Ravens Rugby League will:

- Accept the moral and legal responsibility to implement procedures to provide a duty of care for young people, safeguard their well-being and protect them from abuse.
- Respect and promote the rights, wishes and feelings of young people.
- Recruit, train and supervise it's volunteers so as to adopt best practice to safeguard and protect young people from abuse, and themselves against false allegations
- Require volunteers to adopt and abide by the **Child Protection Policy** and Implementation Procedures which incorporate the Rugby League Code of Ethics and Conduct
- Respond to any allegations appropriately.

AIMS

- To stimulate interest and enjoyment in Rugby League and develop positive attitudes.
- To build on previous experience.
- To develop skills, enabling them to perform with increasing competence and confidence.
- To learn how to select and apply skills, tactics and compositional ideas to suit different approaches and ways of thinking.
- To encourage focus on improving aspects of their own performance
- To be able to recognise the importance of exercise and the effects of physical activity on their bodies.
- To carry out all Activities in safety in accordance with the rules of the Club.

DIFFERENTIATION

A differentiated programme involves matching tasks to people of different abilities, needs and interests by balancing challenge with the likelihood of success. In this way, all players make progress, whatever their different starting points.

EQUAL OPPORTUNITIES AND INCLUSION

All people have a right to enjoy Rugby League at N.E.W. Ravens. We aim to ensure that players, regardless of ability, gender and cultural diversity will have access to the facilities and expertise in order to achieve their full potential.

SAFETY

The safety and well being of all is of paramount importance and Club Officials and Coaches will be on duty at all times.

CHILD PROTECTION REGULATION

Requirement for Governing Bodies

Paragraphs 1 to 3 of the following regulation are to be included, under a child protection heading, in each of the bye-laws and/or constitution of The Rugby Football League, its Members and all other bodies involved in Rugby League in the United Kingdom which provide the opportunity to work with children and young people (collectively referred to as "The Governing Bodies" and individually as "The Governing Body") to ensure the same is binding throughout the game.

Whereas paragraphs 4 to 12 are to be included in each of the Disciplinary Rules and Procedures of the Governing Bodies.

Child Protection

1. N.E.W. Ravens Rugby League, agrees to adopt the Rugby League Child Protection Policy and Implementation Procedures.
2. All individuals involved in Rugby League through N.E.W. Ravens Rugby League at every level, including players, match officials, coaches, administrators, club officials, club scouts or spectators agree to abide by the Rugby League Code of Ethics and Conduct ("Code") and all such individuals by participating or being involved in Rugby League through N.E.W. Ravens Rugby League afore mentioned roles or in a role which comes within the intended ambit of this paragraph and the Rugby League Child Protection Policy generally are deemed to have assented to and as such recognise and adhere to the principles and responsibilities embodied in the Code.
3. Each and every constituent member of N.E.W. Ravens Rugby League including without limitation, all clubs and leagues, shall be responsible for the implementation of the Child Protection Policy and the Implementation Procedures in relation to their individual members.
4. Any act, statement, conduct or other matter which harms a child or children, or poses or may pose a risk of harm to a child or children, shall constitute behavior which is improper and brings the game into disrepute.
5. In these Regulations the expression "Offence" shall mean any one or more of the offences contained in Schedule 1 to the Children and Young Persons Act 1933 and any other criminal offence which reasonably causes the Association to believe that the person accused of the offence poses or may pose a risk of harm to a child or children.
6. Upon receipt by N.E.W. Ravens Rugby League of:
 - 6.1 notification that an individual has been charged with an Offence; or
 - 6.2 notifications that an individual is the subject of an investigation by the Police, Social Services or any other authority relating to an Offence; or
 - 6.3 any other information which causes the body reasonably to believe that a person poses or may pose a risk of harm to a child or children then the governing body shall have the power to order that the individual be suspended from all or any specific Rugby League activity for such period and on such terms and conditions as it thinks fit.

7. In reaching its determination as to whether an order under Regulation 6 should be made, The Governing Body shall give consideration, inter alia, to the following factors:

7.1 whether a child is or children are or may be at risk of harm;

7.2 whether the matters are of a serious nature;

7.3 whether an order is necessary or desirable to allow the conduct of any investigation by The Governing Body or any other authority or body to proceed unimpeded.

8. The period of an order referred to in 6 above shall not be capable of lasting beyond the date upon which any charge under the Rules of The Governing Body or any Offence is decided or brought to an end.

9. Where an order is imposed on an individual under Regulation 6 above, the Governing Body shall bring and conclude any proceedings under the Rules of The Governing Body against the person relating to the matters as soon as reasonably practicable.

10. Where a person is convicted, or is made the subject of a caution in respect of an Offence, that shall constitute a breach of the rules of The Governing Body and it shall have the power to order the suspension of the person from all or any specific Rugby League activity for such a period (including indefinitely) and on such terms and conditions as it thinks fit.

11. For the purpose of these Regulations, The Governing Body shall act through the Rugby League Child Protection Disciplinary Panels.

12. Notification in writing or an order referred to above shall be given to the person concerned and/or any club with which he is associated as soon as reasonably practicable.

Requirement for Constituent members in the United Kingdom

All constituent members of The Governing Bodies including, without limitation, each and every club and league ("Constituent Members") must include the following wording under a Child Protection heading within their rules:

"The N.E.W. Ravens Rugby League agrees to adopt the Rugby League Child Protection Policy and Implementation Procedures. All individual members are deemed to have read understood and assented to the Rugby League Code of Ethics and Conduct ("Code") and as such recognise and adhere to the principles and responsibilities embodied in the Code."

All Constituent Members shall ensure that the following wording is incorporated into all membership forms and all forms, contracts and/or terms of engagement regarding the appointment of coaches, officials and other individuals on a full-time, part time or volunteer basis;

"I, (name) have read and understood the Rugby League Code of Ethics and Conduct ("Code") and as such agree to fully recognise and adhere to the principles and responsibilities embodied in the Code"

RUGBY LEAGUE CODE OF ETHICS & CONDUCT

This Code applies to all those involved in the sport of Rugby League at every level, including players, match officials, coaches, administrators, club officials, or spectators. All such individuals have a responsibility to act according to the highest standards of integrity, and to ensure that the reputation of Rugby League is beyond reproach. Allegations of a child protection nature relating to the breaking of this Code must follow the reporting procedures as contained in regulation 7.0 (Appendix C). All other allegations not within the ambit of the Rugby League Child Protection Policy should be addressed by the internal rules of the Constituent Member concerned.

Those involved in Rugby League must respect the rights, dignity and worth of every person, player and non-player alike, treating everyone equally within the context of the game. In particular, to be aware of the special needs of young people, their wellbeing, including difficulties or possible abuse experienced from within the game or from other sources.

The sport has a duty to ensure that every child and young person involved in the game of Rugby League is able to participate in an enjoyable and safe environment and be protected from abuse.

The sport of Rugby League is committed to maintaining the highest possible standards of behavior and conduct at all Rugby League games and events.

Equity

The sport of Rugby League is opposed to discrimination of any form and will promote measures to prevent discrimination, in whatever form, from being expressed.

All those involved in Rugby League must respect the rights and choices of all human beings, treating everyone equally and sensitively regardless of their gender, ethnic origin, cultural background, sexual orientation, religion or political affiliation.

The following codes of conduct must be adhered to at all times so that Rugby League can be enjoyed by all.

Coaches

Introduction

This code is a Rugby League Coach Education Programme (RLCEP) policy within which an accredited Rugby League Coach **MUST WORK**. It should be used in conjunction with **ALL** other Rugby League/Coaching policies, procedures or recognised standards.

Through this code, coaches who are accredited by the RLCEP accept their responsibility to sports performers and their parents and families, to coaching and to Rugby League Associated Governing Bodies, employers and all other colleagues.

Humanity

The coach must respect the rights and choices of all human beings, treating everyone equally and sensitively regardless of their gender, ethnic origin, cultural background, sexual orientation, religion or political affiliation.

Relationships

The good Rugby League Coach is concerned with:

- the safety, well being and protection of all individuals in their charge, ensuring that all training and playing demands are not detrimental to the social, emotional, intellectual and physical needs of the individual;
- encouraging independence through guiding performers to accept responsibility for their own behaviour and performance within training and competition;
- ensuring their behaviour is not misconstrued or open to allegations of favouritism, misconduct or impropriety, particularly where physical contact between coach and performer is necessary within coaching practice;
- ensuring performers and relevant people are aware of their qualifications and experience, respecting the rights of performers to choose to consent or decline to participate within coaching or playing situations;
- refraining from public criticism of other coaches, or match officials- the definition of public in this instance means criticism expressed in any branch of the media or in a lecture or seminar.

Integrity

The good Rugby League Coach:

- abides by the rules of Rugby League;
- follows fair play and ethical guidelines;
- ensures all practices are suitable and relevant dependent upon the age, maturity, experience and ability of performers;
- promotes the prevention and education of the misuse of performance enhancing drugs and illegal substances;
- coaches must accurately present and evidence, upon request, details of their training qualifications and services;
- coaches claiming an affiliation, sponsorship or accreditation with any organisation should do so in a truthful and accurate manner;
- all coaches must declare, to the appropriate body, any criminal convictions.

Confidentiality

The coach and performer must reach agreement about what is to be regarded as confidential information.

Confidentiality does not preclude disclosure of information to persons who can be judged to have a right to know. For example:

- evaluation for selection purposes;
- recommendations for employment;
- in matters of disciplinary within the sport;
- in matters of disciplinary action by a sports organisation against one of its members;
- legal and medical requirements;
- recommendations to parents/family where the health and safety of performers might be at risk;
- in pursuit of action to protect children and young persons from abuse.

Personal Standards

Rugby League Coaches within the coaching/playing environment must not attempt to exert undue influences and pressures in order to obtain personal benefit or reward.

Coaches must display high personal standards that project a favourable image of Rugby League including:

- good personal appearance that projects an image of health, cleanliness and functional efficiency;
- coaches should never smoke when in the coaching environment.
- coaches should refrain from drinking alcohol to the extent that it is:
 - obvious they have been drinking;
 - affects their coaching competence;
 - compromises performers safety.

Competence

All coaches must be appropriately qualified as per the requirements of the Rugby League Coach Education Programme.

Coaches should regularly seek ways of increasing their personal and professional development.

Coaches must be receptive to employing systems of evaluation that include self-evaluation and also external evaluation in an effort to assess the effectiveness of their work.

Coaches must be able to recognise and accept when to refer or recommend performers to other coaches or structures. It is the coach's responsibility as far as possible to:

- a) verify the competence of the performer;
- b) verify the competence and integrity of any other persons or structure to whom they refer the performer.

Safety

Within the limits of their control coaches have a responsibility to:

- establish a safe working environment;
- ensure as far as possible the safety of the players with whom they work;
- protect children from harm and abuse;
- fully prepare their players for the activities and make them aware of their personal responsibility in terms of safety;
- ensure all activities undertaken are suitable for the experience and ability of the performers and in keeping with the approved practices as determined by the National Governing Body/Rugby League Coach Education Programme;
- Communicate and co-ordinate with registered medical and ancillary practitioners in the diagnosis, treatment and management of their performers' medical and psychological problems.

Complaints Procedure

Any individual or organisation wishing to make a complaint against a Rugby League Coach, within the context of this code should follow the procedure below:

- report the matter to the employer of the sports coach and to the relevant Rugby League Governing Body responsible for that area of the game.

N.B. (*Employer in this instance refers to the organisation that commissioned the coach to do the coaching whether this engagement is paid or unpaid*)

- complaints that refer to the protection of children should be dealt with in accordance with the procedures laid down in the Rugby League Child Protection Policy.

The Rugby League Coach Education Programme's Code of Ethics and Conduct closely follows the model produced by sports coach UK.

Players

- Treat everyone equally and sensitively regardless of their gender, ethnic origin, cultural background, sexual orientation, religion or political affiliation.

- All non-combatants of the playing teams, e.g. substitutes, players who have been dismissed or temporarily dismissed from the field of play, should never re-enter the field of play unless otherwise authorised.
- Know and abide by the Laws, rules and spirit of the game.
- Avoid all forms of gamesmanship and time wasting.
- Safeguard the physical fitness of opponents, avoid violence and rough play and help injured opponents.
- Accept the decisions of the match officials without question or complaint (let your captain or coach ask the necessary questions) and avoid words or actions which may mislead a Match Official.
- Respect the match officials at all times.
- Exercise self-control at all times and do not use illegal or dangerous tactics.
- Give maximum effort and strive for the best possible performance during a game, even if the team is in a position where the desired result has been achieved.
- Learn to accept success and failure, victory and defeat with humility and dignity respectively and without excessive emotional displays.
- Abide by the instructions of the coach and club officials provided they do not contradict the spirit of this code.
- Treat your team-mates and opponents, coaches, club officials and match officials with respect and consideration at all times - treat them, as you yourself would like to be treated.
- Do not attempt to improve individual performance by the use of banned substances or banned techniques.
- Do not use foul, sexist or racist language at any time
- Work equally hard for yourself and your team - your team's performance will benefit and so will your own.
- Be a good sport, applaud all good performance, whether by your team or by the opponent.
- Remember that the aim of sport is to have fun, improve your skills and feel good.
- At the end of play applaud and thank your opponents and the match officials

Spectators

- Remember the players are taking part for their enjoyment not yours. They are not professional or international gladiators.

- All spectators, on no account, must enter the field of play unless authorised otherwise.
- Be on your best behaviour. Do not use foul, sexist or racist language or harass players, coaches or match officials.
- Verbal abuse of players or match officials is not acceptable in any shape or form.
- Show respect for opponents and match officials. Without them there would be no game.
- Acknowledge good performance and fair play by opponents as well as by your own team.
- Condemn the use of violence in all forms.
- Do not ridicule players who make mistakes.
- Do not over emphasise the importance of winning.

Parents

- Teach your child to treat everyone equally and sensitively regardless of their gender, ethnic origin or cultural background.
- Do not force an unwilling child to take part in Rugby League.
- Encourage your child always to play by rules and to respect the match officials.
- Young people are involved in organised sport for their enjoyment - not yours.
- Never ridicule or shout at your child for making a mistake or losing a game.
- Teach your child that effort and teamwork are as important as victory, so that the result of each game is accepted without undue disappointment.
- Support all efforts to remove verbal, physical and racist abuse from Rugby League.
- Turn defeat into victory by helping young people towards skill improvement and good sportsmanship.
- Remember that young people learn best by example.
- Do not question publicly the judgement of match officials and never their honesty.
- Recognise the value and importance of volunteer coaches and administrators - they give their time, energy and resources to provide recreational activities for your child.
- Insist on fair and disciplined play - do not tolerate foul play, cheating, foul, sexist or racist language.

- As a spectator you must never enter the field of play

Match Officials

- Must treat everyone equally and sensitively, regardless of their disability, gender, ethnic origin, cultural background, sexual orientation, religion, age or political affiliation.
- Be consistent, objective, impartial and courteous when applying the rules of the game.
- The Rugby Football League does not advise that match officials travel alone with young people (under the age of 18) to games. We advise you always have another adult with you at all times.
- Compliment both teams on good play when the opportunity arises.
- Use common sense to ensure that the spirit of the game is not lost.
- Encourage both teams to play within the rules and the spirit of the game.
- Show patience and understanding towards players who may be learning the game.
- Make every effort to prepare fully for a match, both physically and mentally. On a physical level, a referee must be able to keep up with the speed of the modern game, and be alert and close enough to take correct decisions from credible locations on the field of play.
- Not be afraid to take decisions. A referee should be fair and firm and must resist any possible influence from protests on the part of players, team officials or spectators.
- Show respect towards players and team officials.
- Be honest and completely impartial at all times, irrespective of the teams, players or team officials involved in the match.
- Decline to be appointed to a match if not completely physically or mentally fit to referee that match (because of illness, injury, or for family or other reasons).
- Inform the person or body directly responsible if unable to referee a team or teams for any reason.
- Refrain from requesting hospitality of any kind, or accept any hospitality offered and considered to be excessive.
- Always have regard to the best interests of the game, including where publicly expressing an opinion on the game or any particular aspect of it, including others involved in the game.
- Not tolerate foul, sexist or racist language from players and/or officials.
- The powers of a referee must be used with wise judgement and care. Authority and a firm approach must be combined with respect.

- A referee should have regard to protecting the players by enforcing the laws of the game.
- A referee should show due respect when speaking with the players, even in the event of infringements.
- In reports, a referee should set out the true facts and not attempt to justify any decisions.
- It is necessary for the referee's authority to be protected, not only for the sake of the game, but also in the interest of fellow referees, touch judges, reserve referees and in-goal judges. This protection should, however, not influence the over-riding regard for protection of the players.
- A referee should refrain from publicly expressing any criticism of fellow referees, touch judges, reserve referees or in-goal judges.
- A referee should assist with the development of less experienced referees and touch judges.
- A touch judge should give his total support to the referee, but without undue interference or insistence.

Club Officials

- Must treat everyone equally and sensitively regardless of their gender, ethnic origin, cultural background, sexual orientation, religion or political affiliation.
- Accept the special role that you have to play in the establishment of standards by setting a good example of behaviour and conduct at all times.
- Do not manipulate the rules in order to benefit yourself personally or your club.
- Encourage all players and coaches to abide by the rules and spirit of the game.
- Do not use foul, sexist or racist language.
- Use your official position to take action against spectators who harass, abuse or use foul, sexist or racist language towards players, match officials or coaches.
- Ensure that proper supervision is provided by suitably qualified coaches and officials who are capable of promoting good sporting behaviour and good technical skills.
- Ensure all equipment and facilities meet safety standards.
- Respect the rights of other clubs.
- Show respect to match officials, coaches, players and others involved in the game.

- Not endeavour to influence the result of a game by any actions that are not strictly within the rules of the game.
- Remember sport is enjoyed for its own sake - play down the importance of awards.
- Always have regard to the best interests of Rugby League, including where publicly expressing an opinion of the game and any particular aspect of it, including others involved in the game.
- Resist all illegal or unsporting influences, including banned substances and techniques.
- Promote ethical principles.
- Accept the decisions of the Match Official without protest.
- Avoid words or actions, which may mislead a Match Official.

CONTACTS

OUTSIDE CONTACTS

Rugby League Child Protection Officer:

The Rugby Football League, Red Hall, Red Hall Lane, Leeds, West Yorkshire LS17 8NB

Tel: 0113 232 9111, email crb@barla.org.uk

Child Protection in Sport Unit

NCPC National Training Centre, 3 Gilmour Close, Beaumont Leys, Leicester LE4 1EZ

Tel: 0116 234 7278/7280, Fax 0116 234 0464, email: cpsu@nspcc.org.uk

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