

DATCHWORTH R.F.C



CHILD PROTECTION POLICY

It is the club's responsibility

- To ensure the highest possible standard of welfare and protection for all young people, who are under 18 years of age, whenever they are in the club's charge.
- To recognise that abuse does take place in sport and that raising awareness and understanding of the main forms of abuse and establishing communication and reporting procedures will further safeguard the children, young players, coaches and all others working within the game.

The club will appoint a Child Protection/Welfare Officer who will be responsible for all matters of young people's welfare as outlined in this document and the RFU and RFU's Child/Young Player Protection Policy.

It is widely recognised that there are 4 main areas of abuse that we should all be aware of:

Emotional, Neglect, Physical and Sexual.

These are outlined in more detail in the RFU's Child/Young Players Protection Policy and the RFU Child Protection "Ensuring the Safety of Young Rugby Players" publication.

There may, however, be the risk within rugby union for abuse to occur that does not necessarily fit into the above categories. The culture and traditions of rugby along with stereotypical behavior may give rise to unacceptable behavior leading to situations where abuse may occur and young players are at increased risk.

Safeguarding the welfare of all our young players is paramount. As adult volunteers we have a moral and a legal responsibility to provide the highest possible standard of care.

It is the club's aim that:

- All coaches and volunteers should have a Job Description.
- All lead coaches to have a recognised Child Protection Training (CPT) certificate with Lead coaches qualified to the UKCC Level 1 Certificate in Coaching Rugby Union (or equivalent).
- All assistant coaches to have attended a minimum of Rugby Ready or equivalent Course.
- Coaches are encouraged and helped to stay up-to-date with rugby coaching and child protection welfare issues.
- Lead coaches are encouraged to attend an NCF Coach Protection Workshop.
- All coaches, managers etc be given a copy of the Codes of Conduct and be expected to keep to it at all times.

Youth Protection Criminal Records Bureau Accreditation Procedure

It is mandatory that all people who work with children/young people within the club in whatever capacity must:-

- Be members of the club.
- Go through the Criminal Record Bureau (CRB) accreditation process before being directly involved with young members/players.

If an individual declines or refuses to go through the CRB accreditation process he/she will not be allowed to be involved in any aspect of work with children or young people within the club. The accreditation is recognised for a maximum period of three years, when the process will be carried out again.

Procedure in any Instance of Alleged Abuse

1. Any concerns about the behaviour or actions of anyone within the Club detrimental to a child's welfare or any instance of child abuse must be reported to the Club's Child Protection & Welfare Officer without delay.

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2. He/she will report this to the relevant Youth Section Chairman and the Club Chairman.
3. An investigation of the alleged incident will be carried out by the relevant Youth Section Chairman, Club Child Welfare Officer and two club members of good standing.
4. Following this investigation the following conclusions can be reached:
 - a. That there is no case to answer and no further action required.
 - b. That the incident was due to poor practice, inexperience or lack of understanding by the person(s) identified. In which case the following action is taken:-
 - i. The person(s) is informed of the correct practice, procedure or policy that should have been followed.
 - ii. They are made aware of the potential seriousness of the situation and the consequences of their actions.
 - iii. The person(s) be cautioned or severely cautioned as to his/her future conduct.
5. There is a case to answer and the individual(s) are deemed to be at fault through not following established rules, procedures or guide lines. In which case the following action is taken:-
 - a. Suspended/banned from working with young people.
 - b. Suspended/banned from club membership.
 - c. Appropriate authorities informed of the incident.

For serious and/or unlawful allegations/offences the appropriate authorities are to be informed without delay.

Any concerns or suspicions of child abuse outside the rugby club environment, should be reported to the Club's Child Protection & Welfare Officer.

If an allegation or concern relates to the club's Child Welfare Officer this should be reported to the Club Chairman who will refer it firstly to the County Welfare Officer and then the RFU Equity Welfare and Medical department.

In All Cases

In each of the above cases except number 4(a) a record of the incident, findings and resultant penalty will be kept on the Club file for 5 years.

All the people involved must be kept fully informed of the situation as it progresses. We are all responsible for the welfare of young people in our care. It is important that if abuse or poor practice is suspected or there are suspicions that it may be happening then this must be reported to the Club's Child Welfare Officer

A safe environment benefits young players and adult volunteers alike.