



Club Safeguarding Policy (v1)

Nailsea & Backwell Rugby Football Club

Safeguarding Policy

1. Nailsea & Backwell Rugby Football Club (RFC) acknowledges its responsibility to safeguard the welfare of all children involved in Nailsea & Backwell RFC from harm.
2. Nailsea & Backwell 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.
3. A child is anyone under the age of 18 engaged in any rugby union activity. However, where a 17 years' 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 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 coach/volunteer 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. Nailsea & Backwell RFC 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. Nailsea & Backwell RFC recognises that this is the responsibility of everyone involved, in whatever capacity, at the Club.
6. Nailsea & Backwell RFC will implement and comply with the RFU Code of Conduct and the Codes of Conduct for Coaches, Spectators and Officials as appropriate.



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7. The Club Safeguarding Officers are Becky, Katharine and Kate (photographs and contact details available on the Club's website and Youth Rugby noticeboard). 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 one of the Club Safeguarding Officers. They will then inform the CB Safeguarding Manager and the RFU Safeguarding Team. If an incident involves a Club Safeguarding Officer you should inform the Club Secretary or the Junior Chairman and either the CB (Constituent Body) Safeguarding Manager or the RFU Safeguarding Team (contact details also available on the Club's website).
8. All members of Nailsea & Backwell RFC who work with children in Regulated Activity must undertake an RFU Disclosure and Barring Service (DBS) check in accordance with RFU Regulation 21.
9. Nailsea & Backwell RFC 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.
 - 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 as a result of being in a 'position of trust.'
 - Making sexually explicit comments or sharing sexually explicit material.
10. Nailsea & Backwell RFC 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. Nailsea & Backwell RFC 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.



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11. Nailsea & Backwell RFC 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 (see Safeguarding Toolkit) has been adopted and circulated amongst the club workforce both, voluntary and paid.
12. Any events held on Nailsea & Backwell RFC 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 Nailsea & Backwell RFC must comply with the relevant RFU Regulations and Guidance relating to tours.
13. Any photographs or videos taken of children must be age appropriate, and must align with the Club’s and the RFU’s core values (see the Club’s and England Rugby websites). They must also conform with the guidelines in the RFU’s Safeguarding Toolkit (available on the Club website’s Safeguarding information page).
14. Images of any child (i.e. anyone younger than 18), other than your own, must not be shared on any social media platform or stored within any file sharing software without the express permission of the parent or carer of each child that is shown in the photograph or video.
15. It is the responsibility of the person wishing to share image(s) of a child, to obtain permission from each child’s parent(s).
16. It is the responsibility of a child’s parents to notify all relevant coaches at the Club, and the Club’s Safeguarding Officers, of any safeguarding issues relating to the taking and sharing of images of their child.
17. It is impractical for the coaches to supervise the taking and sharing of images at all times; therefore, the responsibility to remain vigilant remains with a child’s parent, guardian or carer.
18. The coaches will, however, be expected to notify opposition teams’ coaches, and spectators at the beginning of each session, of photographic restrictions. These restrictions may prohibit not only the sharing of images, but also prohibit the taking of images. The extent of the restriction must be agreed between the parents and the coaches.
19. In the circumstances where restrictions apply regarding the taking and sharing of a photograph or video, it is recommended that the parents and the coaches liaise with the Club’s Safeguarding Officers.

Justin Siedle

Nailsea & Backwell RFC Hon. Secretary

31st July 2018