



LMRFC Safeguarding Children and Vulnerable

Adults Policy

Safeguarding vulnerable people is everyone's responsibility. This means that everyone in the rugby environment has a responsibility to respond to any concerns that they or others may have about a child or vulnerable adult or the behaviour of an adult towards such an individual.

In the context of this policy, HARM is an action or behaviour that has a detrimental effect on a child or vulnerable adult's physical or emotional health or wellbeing. HARM can be defined as NEGLECT, ABUSE or BULLYING and in the case of vulnerable adults also includes FINANCIAL ABUSE. The RFU's Safeguarding Policy contains further details regarding the above and is wholly adopted by LMRFC.

1. LMRFC acknowledges its responsibility to safeguard the welfare of all children and vulnerable adults involved in LMRFC and acknowledges its duty to protect them from harm.
2. The definition of a child is defined in the Children's Act 2004 and is a person under the age of 18.
3. The definition of a vulnerable adult is defined in the Safeguarding Vulnerable Groups Act 2006 and is a person who is 18 years or older and has:
 - a. Dependency upon others, or a requirement for assistance from others, in the performance of basic physical functions.
 - b. Severe impairment in their ability to communicate with others.
 - c. An impairment in their ability to protect themselves from assault, abuse or neglect.
 - d. Has been detained in lawful custody or is being supervised as a result of a court order.
4. LMRFC 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.

5. 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.
6. 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 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 and young people.
 - Children have a right to expect support, and personal and social development delivered by an appropriately recruited, vetted and managed group of LMRFC officials in relation to their participation in rugby union, whether they are playing, volunteering or officiating in the community or professional areas of the sport.
7. LMRFC 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. LMRFC recognises that this is the responsibility of everyone involved, in whatever capacity, at the club.
8. LMRFC will implement and comply with the RFU Code of Conduct and the Codes of Conduct for Coaches, Spectators and Officials as appropriate. LMRFC will ensure its spectators, parents, members and officials are all aware of and have accepted the club Photographic Policy as set out in the club welcome pack and on the website.
9. LMRFC will endeavour to comply with the Guidance for Websites as set out on the RFU website and appended to this document.
10. The Club Safeguarding Officer is :

Jacqui Donnelly +44 7444 425024
lmrfcsafeguarding@gmail.com

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 local Constituent Body (CB) Safeguarding Manager and the RFU Safeguarding Executive. If an incident involves the Club Safeguarding Officer you should inform the

Club Chairman:

Kieran Donnelly +44 7786 231175
chairmanlmrfc@gmail.com

OR

Dorset & Wilts SAFEGUARDING INFORMATION
Your safeguarding points of contact are:

CB SAFEGUARDING MANAGER
Name Julie Boddington
Email safeguarding@dwrugby.co.uk
Tel 07445 010701

CB DISCLOSURE & BARRING SERVICE COMPLIANCE MANAGER
Name David Wookey
Email youthadmin@dwrugby.co.uk
Tel 01980 625018 or 07850 625018

OR

the RFU Safeguarding Executive.[
<http://clubs.rfu.com/Clubs/portals/RUSafe/NATIONALSafeguardingTeam.aspx>
]

If you feel a child is in immediate risk of abuse you should immediately contact a statutory agency, the local children's services or the police:

DORSET POLICE: 01305 222222
CHILDREN'S SERVICES: 01305 221000
BOURNEMOUTH CHILDREN'S SERVICES:01202 458102
POOLE CHILDREN'S SERVICES: 01202 735046

If a vulnerable adult is at risk of abuse, ideally their consent to contacting the statutory agencies should be obtained if possible and practical beforehand.

11. All members of LMRFC who have a regular supervisory contact with children or a management responsibility for those working with children must undertake an RFU Enhanced Disclosure and Barring Service Check.

12. LMRFC 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, vulnerable adult, or adults.
- Consuming alcohol whilst responsible for children or vulnerable adults.
- Providing alcohol to children or allowing its supply.
- Smoking in the presence of children.
- 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.

13. LMRFC manages the changing facilities and arranges for them to be supervised by two adults (DBS checked) of the appropriate gender for the players using the facilities. LMRFC 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 or vulnerable adults. Other than in an emergency situation (eg. Fire/Medical emergency) no adult should enter the above facilities alone.

14. LMRFC 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 has been adopted and circulated amongst the club workforce both, voluntary and paid.

15. Any events held on LMRFC premises must comply with this Policy and if appropriate a Safeguarding Plan should be discussed and circulated to those affected.

16. Any tours, overseas or domestic, undertaken by LMRFC must comply with the relevant RFU Regulations and Guidance relating to tours. See current RFU "Touring with Children and Vulnerable Adults" A Safeguarding Guide which includes a checklist.

Associated specific documents are on the website and include:

Anti-Bullying Policy

Photography Policy

Social Media Policy

Touring with Children and Vulnerable Adults

This must be adopted in accordance with the club constitution.

Signed

Date