



Somerset County RFU Child Protection and Safeguarding Policy

Somerset County Rugby Football Union (SCRFU) fully recognises its responsibilities for child protection.

Purpose of policy

We recognise that because of our day to day contact with children, SCRFU appointed coaches are well placed to observe the outward signs of abuse.

Aims

This policy applies to all volunteers working for SCRFU. The policy has five main elements:

- Ensuring we practice safe recruitment in checking the suitability of appointed coaches to work with children.
- Raising awareness of child protection issues and equipping children with the skills needed to keep them safe.
- Developing and then implementing procedures for identifying and reporting cases, or suspected cases, of abuse.
- Supporting players who have been abused in accordance with their agreed child protection plan.
- Establishing a safe environment in which children can learn and develop.

Action to be taken by SCRFU (based on s.175 Education Act 2002)

We will follow the child protection procedures set out by the Somerset Safeguarding Children Board and available at www.sscb.safeguardingsomerset.org.uk and will take account of guidance issued by the Department for Children Schools and Families to:

- Ensure we have a designated senior person for child protection who has received appropriate training and support for this role.
- Ensure every member of staff, volunteer knows the name of the designated staff member responsible for child protection and their role
- Ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for recording any concerns and referring any concerns to the designated teacher responsible for child protection.
- Ensure all staff receive child protection awareness training
- Develop effective links with relevant agencies and co-operate as required with their enquiries regarding child protection matters including attendance at case conferences where needed.
- Keep written records of child welfare and child protection concerns about children, even where there is no need to refer the matter immediately.

- Ensure all child welfare and child protection records are kept securely, and in locked locations.
- Ensure safer recruitment practices are always followed. This includes obtaining Disclosure and Barring Service certificates for any new staff and ensuring they are renewed at least every three years.
- Ensure staff and volunteers understand their responsibilities for safer working practices.
- Ensure that any allegations against members of staff with a child protection aspect are dealt with following local procedures – all such concerns to be dealt with urgently, with concerns about staff to be reported to the designated Child Protection Officer.
- Ensure all staff and volunteers receive and sign for a copy of this policy.

Support to pupils at risk

We recognise that children who are abused or witness violence may find it difficult to develop a sense of self-worth. They may feel helplessness, humiliation and some sense of blame. SCRFU may be the only stable, secure and predictable element in the lives of children at risk. When participating in SCRFU activities their behaviour may be challenging and defiant or they may be withdrawn. SCRFU will endeavour to support the players through:

- The content of the activities.
- SCRFU ethos which promotes a positive, supportive and secure environment and gives players a sense of being valued.
- SCRFU behaviour policy which is aimed at supporting vulnerable pupils in the school. SCRFU will ensure that the player knows that some behaviour is unacceptable but they are valued and not to be blamed for any abuse which has occurred.
- Liaison with schools, parents other agencies that support the pupil such as social services, Child and Adolescent Mental Health Service, education welfare service and educational psychology service.

Safeguarding Practices

These practices and actions are prohibited by SCRFU and all staff are trained on what defines 'inappropriate behaviour' towards children and young people in our care.

All members of staff and volunteers must never:

- Engage in rough physical games, sexually provocative games or horseplay with children or young people.
- Take part as a player in any dynamic contact games or training with young people.
- Engage in any form of inappropriate sexual contact or behaviour.
- Allow any form of inappropriate touching.
- Use inappropriate language or allow young people to use inappropriate language go unchallenged.
- Allow allegations by a young person to go unchallenged, unrecorded or not acted upon.
- Depart the school, activity centre or rendezvous point until the safe dispersal of all children and young people is complete.
- Cause an individual to lose self-esteem by embarrassing, humiliating or undermining the individual
- Treat some children or young people more favourably than others.

Positions of trust

All adults who work with children and young people are in a position or trust which has been invested in them by the parents, the referring provider and the young person. This relationship can be described as one in which the adult is in a position of power and influence by virtue of their position. Sexual intercourse or touching by an adult with a child under the age of 16 is unlawful, even where there is apparent consent from the child. A consensual sexual relationship between an adult in a position of trust with a child over the age 16 is contrary to the policy and procedures of SCRFU and will be subject to disciplinary procedures.

Adults must not develop a physically or emotionally dependant relationship with a young person.

All those with in SCRFU have a duty to raise concerns about the behaviour of any staff member of SCRFU, volunteers, outside contractors and anyone in a position of trust with a child or young person.

Policy review

The responsibility of reviewing and maintaining this policy is the Somerset County Rugby Football Union Coaching Committee. This policy will be reviewed annually.

Start date of policy: September 1st 2016

Date of next review: August 31st 2017

Signed

Date: