



Stockton Rugby Football Club

The Grangefield Ground
52a Oxbridge Avenue
Stockton-on-Tees TS18 4JF
www.stocktonrugby.co.uk

Appendix 1

Child Protection

April 2014

Introduction

Stockton RFC considers the welfare of all young people is paramount, and recognises and accepts the responsibility to safeguard and promote the interests and well being of all personnel within the club. We are committed to ensure that young people whatever their age, gender, culture, ability, language religious beliefs, racial origin, and/ sexual identity enjoy the game in a fun environment. They must be kept safe from abuse of any description whilst preparing, training, playing and using the club facilities.

The aim is to deliver the highest possible standards of care.

The Academy operates as an autonomous unit within the club, with its own structure responsible for running rugby for all age groups from under 7 to and including colts.

This Child Protection Policy has been drawn up and approved by all the junior personnel and ratified by the club executive and general committee.

Objectives:

- 1) To offer safeguards to all young people (i.e. under the age of 18 years) with whom the club is involved.
- 2) To ensure the highest possible professional assistance is given to young people, and that members of the club involved with young people understand and are trained in their responsibilities to ensure the following aims are complied
- 3) To safeguard good practice as laid down in RFU guidelines, systems and procedures.

Aims:

- 1) To ensure that all those involved with Stockton RFC recognise and understand their responsibilities of safeguarding children and young people's welfare. This includes protecting them from physical, emotional, or sexual harm and from bullying of any kind.
- 2) To respect young peoples rights, and reasonable wishes and feelings.
- 3) To ensure that all adults who work with young people are aware of their role and responsibilities, and take advantage of training opportunities made available to them.
- 4) To ensure each coach has the proper qualification for the tasks they undertake. This is the responsibility of the coaching coordinator.
- 5) To ensure that where there is a lead coach for a group of young people, they have the correct level of qualification and if working towards a qualification are correctly supervised during their training at all times.
- 6) At least one person within the club is appointed as a formal and qualified in Child Protection responsibilities.
- 7) To ensure that all relevant persons who have regular contact with children or have a management responsibility towards them undertake a Criminal Records Bureau disclosure. If in doubt it is the responsibility of the Child Protection co-ordinator to ensure such persons are checked out.

- 8) To keep formal written records of young persons membership, attendance at training and matches.
- 9) To ensure parental consent is obtained where appropriate.
- 10) To record disciplinary action where such action has been taken either by a referee, age club manager,
- 11) To record accidents in the accident book and take action where necessary to ensure trained medical support is available at all matches and training sessions. This is located in the changing rooms.
- 12) To set out a code of conduct each year covering behavioural requirements of all coaches, officials, supporters, parents, and children.
- 13) To ensure that a nominated Child Welfare Officer is readily available and known to all club members, officials. In Stockton Rugby Club the appointed official is Mrs. Lynn Doherty who may be contacted via the club address (Stockton RFC, Station Road, Norton, Stockton-on-Tees,)
- 14) To have written procedures for dealing with suspicious incidences, or accusations and ensure they are known to all within the club. Such procedures are available on the club web site at Stocktonrfc.com

Annual code of conduct covering behavioural requirements of all coaches, officials, supporters, parents, and children.

- 1) All coaches shall have a minimum of level one coaching awards and be cleared by criminal records checks if they are involved in any way with teams playing under the age of 18 years..
- 2) This code of conducts sets the standard of behaviour of all concerned in the club, whether involved with young players or those over 18 years of age.
- 3) The referees and others in charge of the game shall be given respect at all times and not be subject to behaviour unbecoming of the standards expected by the club. This includes bad language, assault, racial abuse of any description, threatening behaviour and any other behaviour likely to bring the club into disrepute.
- 4) Any conduct requiring investigation by the club shall be dealt with in the first instance by the appointed child welfare officer and the Chairman of the Academy.
- 5) Any person subjected to disciplinary action by the above shall be notified of the decision in writing and have 28 days in which to appeal. This appeal shall be heard by members of the general committee

Appendix 2

Recognising Abuse in Young People

April 2014

Any person under the age of 18 years is considered a child for the purposes of this policy. Young people of any age, gender, ability, ethnic origin, nationality, social status should be able to enjoy the game in a safe environment and be free from abuse of any description at all times.

Any allegations of abuse shall be taken seriously and will be investigated swiftly at the earliest opportunity to establish the cause and effect of any persons concerns.

Partnership with parents/carers is essential for the safe development of young people.

It is the responsibility of the club's welfare officer to ensure that the appropriate procedures and systems are followed. He/she will be assisted and supported by the club's Chairman of the Academy in all situations.

This ethical framework demonstrates the club's intention to ensure the game makes a positive contribution to the development of young people, safeguards them and promotes their wellbeing. It shall also protect all personnel from allegations of abuse and poor practices.

Four types of abuse

- 1) Emotional abuse - This occurs when individuals consistently fail to show young people due regard to their emotional welfare, by shouting, threatening or taunting, or be subjected to sarcasm and undue pressure. There may be also over-protection preventing young people from socialising or bullying to perform to high expectation.
- 2) Emotional abuse occurs due to repeated negative feedback, repeated attempts to ignore a young person's effort to progress, demand performance levels about the young persons capability, and over-emphasise the winning ethic.
- 3) Neglect – occurs when young people are left alone without proper supervision, is exposed to

unnecessarily to heat and cold, not provided with adequate fluids for rehydration, or is exposed to unacceptable risk of injury.

4) Physical abuse – occurs where individuals including other young people, assaults a young person, knowingly does not prevent injuries caused by hitting, shaking, squeezing or use other means of excessive force. It also occurs when young people are exposed to inappropriate drugs or where there is a failure to supervise prohibited substances.

Emotional abuse is also apparent when they are exposed to exercise and training systems and methods, which disregard the player's immaturity and growing body, are over-exposed by playing too much, over-training and fatigue. Exposes them to alcohol below the legal age or fails to supervise the taking of such illegal substances, and this includes being encouraged to take prohibited performance enhancing drugs.

Sexual activity – In a rugby situation this may occur when an adult uses the context of a training session to touch young people in an inappropriate sexual way, when coaches, managers, volunteers use their position of power and authority to coerce young playing in to a sexual relationship, or imply directly or indirectly better progression of the player in return for sexual favours.

Bullying.

This is not always easy to define as it may consist of bullying from people of a similar age as well as adults. In rugby bullying may occur when a coach adopts a win at all costs philosophy, a player intimates others, or where an official is over zealous.

Bullying is any behaviour which contravenes RFU code of ethics, good practice in the rugby setting

Overall responsibilities:

As a volunteer, coach, parent or member of a club affiliated to the RFU the following guidelines should be followed where there is a concern relating to the welfare of a young person. They also relate to poor practice where an adult's behaviour is giving cause for concern.

1 If they are in immediate danger, been physically abused or injured, to ensure they are safe and to contact the appropriate services of police, social services etc.

2 If not in immediate danger, to discuss the situation with the club's welfare officer or club official responsible for the overall welfare of young people, who will advise on the correct procedure for referring the particular concern appropriately or contact the RFU Child Protection Helpline (02088316655) or the NSPCC which has a 24 hour helpline (08008005000)

3 Make a note of what you have seen or heard, but do not delay in passing on the information as quickly as possible

4 Complete an RFU Incident Record Form as soon as possible. The Welfare Officer has copies.

Please remember it is not the responsibility of those working in the sport of rugby union to decide that abuse is occurring but it is their responsibility to act on any concern.

Non-action is not an option. The welfare of the young person is paramount



