



Gosford All Blacks RFC Safeguarding Policy (Approved by the Board 15 May 2014)

Gosford All Blacks RFC (“the Club”) is committed to safeguarding the welfare of children and vulnerable adults in the sport.

1. All children and vulnerable adults are entitled to take part in sport in a safe, positive and enjoyable environment and be protected from abuse whilst participating in rugby union football and touch rugby or outside of the activity.

General principles

2. The Club acknowledges the duty of care to safeguard and promote the welfare of children and vulnerable adults.
3. The Club is committed to ensuring its safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice and the Rugby Football Union’s (the “RFU”) requirements.
4. This policy should be read in conjunction with the RFU’s Safeguarding Children and Vulnerable Adults in Rugby Union Policy and Guidance RFU Regulations 15 and 21 all of which can be found on www.rfu.com.
5. The Club abides by the following key principles:
 - The welfare of the child or vulnerable adult is paramount.
 - Everyone will work in partnership to promote the welfare, health and development of children and vulnerable adults.
 - The appropriate policies and measures will be in place to prevent the employment and / or deployment of unsuitable individuals.
 - All participants regardless of age, gender, ability or disability, race, faith, size, language or sexual identity, have the right to protection from harm.
 - Everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and vulnerable adults.
 - All allegations and suspicions of harm will be taken seriously and responded to swiftly, fairly and appropriately and support provided to the individual/s who raise or disclose the concern.
 - Confidential, detailed and accurate records of all safeguarding concerns will be maintained and securely stored.
 - The interests of those who work or volunteer with children and vulnerable adults will be protected

6. All those involved in the supervision, coaching, training of children under 18 years or vulnerable adults must undertake safeguarding training courses or awareness training as stipulated by the Safeguarding Officer or the Board.
7. A Disclosure and Barring Service (DBS) check is required prior to commencement of persons involved with children or vulnerable adults.

Reporting Form

8. The welfare of the child or vulnerable adult is paramount. In order to assist the RFU and the Club in upholding this principle you are asked to complete an Initial Issue/Concern Reporting Form for any issues/concerns or incidents.
9. A copy of this form is attached to this policy. When completing the form please give full names and their Club roles. Concerns may be about the behaviour of any child or adult involved or spectating at the Club and could include:
 - General concerns about a child's welfare.
 - Concerns related to a safeguarding incident, e.g. bullying or poor practice.
 - Suspicions or allegations of misconduct.
 - Breaches of the RFU Code of Rugby or this policy.
 - Allegations of abuse made by or against any young person or adult.
10. The form is best completed by the Safeguarding Officer with the assistance of the parents/victim/witnesses as appropriate. It is also extremely useful if a "cast list" is supplied to the RFU Safeguarding Team to enable the team to fully understand the whole scenario as well as the names and roles of those involved.
11. The RFU, when dealing with a serious incident, will immediately notify the local statutory agencies (Police/Social Care/Children's Services/Local Safeguarding Children Boards) and continue to work in partnership with them throughout any investigations. Any internal RFU investigation will only commence once the statutory agencies have completed their investigations and referred the case back to the RFU. The wellbeing of the child must be central to any procedures involving them.
12. Once the RFU has completed its investigations in accordance with Regulation 21 and decided on the appropriate action to be taken it will then consider referring the individual to the Independent Safeguarding Authority in line with its legal obligations.
13. If you would like further details of what should be reported please refer to the RFU's Safeguarding Children and Vulnerable Adults in Rugby Union Policy and Guidance RFU Regulations 15 and 21 all of which can be found on www.rfu.com.
14. To discuss a specific concern or issue please contact the Club's Safeguarding Officer or your Constituent Body Safeguarding Manager in the first instance.

Responsibility for the policy

15. The Safeguarding Officer is responsible for managing this policy and the Board will set out a clear explanation of this policy in the Club's annual report each year.
16. The policy will be reviewed a year after development and then every three years, or in the following circumstances:
 - Changes in legislation and/or government guidance.
 - As required by the Local Safeguarding Children Board, UK Sport and/or Home Country Sports Councils or the RFU.



Initial Issue/Concern Reporting Form

Please provide information on this form, if you have a concern or an issue relating to someone or something at your rugby club.

Name of child/adult : Male/Female	Address:
Age/Date of Birth:	Club: Age Grade:
What is the concern? (include details of the person whose behaviour has raised concerns)	
When and where did this concern/incident occur?	
Do you have any other comments?	
Your name:	Club: Club Role:
Address:	Email address: Mobile Phone No: