



WEAVING WARRIORS RFC

CLUB SAFEGUARDING POLICIES



Children and Adults At Risk

1. Weaving Warriors Rugby Football Club acknowledges its responsibility to safeguard the welfare of all Children and Adults At Risk involved in Weaving Warriors RFC from harm.
2. Weaving Warriors 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 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. An Adult At Risk is adult who has health or social care needs (irrespective of whether or not those needs are being met by social services) and who are unable to safeguard themselves as a result.
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 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. Weaving Warriors 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. Weaving Warriors RFC recognises that this is the responsibility of everyone involved, in whatever capacity, at the club.
6. Weaving Warriors 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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Children and Adults At Risk continued

7. All members of Weaving Warriors RFC who work with children in Regulated Activity must undertake an RFU Disclosure and Barring Service (DBS) check in accordance with RFU Regulation 21.
8. Weaving Warriors RFC acknowledges its responsibilities towards Children and Adults At Risk who undertake training at the ground (or any other prescribed location deemed suitable for training) and is committed to ensure that Coaching staff who work regularly with these groups (employed or voluntary) will be required to apply for an Enhanced DBS certificate as provided by the RFU through the Game Management System (GMS). A coach is defined as anyone who is responsible for the provision of tuition, instruction and supervision at training.
9. Weaving Warriors RFC acknowledges that from time to time members may find themselves in a situation that would be recognised as coaching, in such instances the member must be supervised by a suitably qualified and approved person. Should this type of coaching be for either Children or Adults At Risk, and it be on a regular basis (once per week or more) then an Enhanced DBS certificate for that individual must be applied for through GMS.
10. Weaving Warriors 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.
11. Weaving Warriors 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. Should two DBS checked adults not be present when there are young persons playing and training in the senior teams, those young persons will use the private changing and showering facilities normally reserved for referees. Weaving Warriors 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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Children and Adults At Risk continued

12. Weaving Warriors 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 has been adopted and circulated amongst the club workforce both, voluntary and paid.
13. Mobile phones, camera's and any other equipment capable of recording videos or images must not be used in the changing facilities or showering areas.
14. Photo's of children will only be used for business purposes, for example club advertising, and parents will be required to sign their consent for the club to use these images on the club website, newsletter and social media.
15. Any events held on Weaving Warriors 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 Weaving Warriors RFC must comply with the relevant RFU Regulations and Guidance relating to tours.
16. The Club Safeguarding Officer is **Sarah-Jane Simmons 07581 511 928**. 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 the Club Safeguarding Officer. They will then inform the CB Safeguarding Manager and the RFU Safeguarding Team. If an incident involves the Club Safeguarding Officer you should inform the Chairman Mr D Mason and either the CB Safeguarding Manager or the RFU Safeguarding Team.

Assets Of The Club

17. The officers acknowledge their responsibility to safeguard the assets of the club. Assets of the club include (not an exhaustive list) the bank account, playing and training equipment, club house and bar furnishings. Assets of the club must be sufficiently and adequately insured, kept in a good state of repair and kept in a secure location when not in use.
18. The officers of Weaving Warriors RFC acknowledge their responsibility to ensure the adequacy of the playing surface for its intended use, and to take active measures to mitigate wear during the season to ensure the safety of those who may use it.
19. Weaving Warriors RFC acknowledges its responsibility to meet its primary objective, the provision of Rugby Football in or around the Maidstone area. In the event of a winding up the club will, after meeting all its liabilities, pledge the remainder of its assets to a suitable club/facility with objects similar to its own, for example a school or other similar sporting club or facility.



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Other Adults, Members, Employees, Volunteers & Data Handling

20. Weaving Warriors RFC acknowledges its responsibilities to safeguard the interests of all persons involved with the Club and their sensitive personal data. Persons undertaking regulated activities (paid or voluntary) will be subject to apply for an Enhanced DBS certificate through the RFU GMS database. Where an activity does not meet the criteria of a regulated activity (see <https://www.gov.uk/government/publications/dbs-workforce-guidance>), the Club may require an individual to apply for a Basic DBS certificate.
21. Weaving Warriors RFC acknowledges its requirement to ask an exempted question (within the meaning of section 113A of the Police Act 1997) of individuals undertaking regulated activities. The club follows the provisions stated when handling private and sensitive personal data in accordance with General Data Protection Regulation (GDPR), and section 120 of The Police Act 1997 ((Criminal Records)(registration) Regulations 2006.
22. Weaving Warriors RFC is committed to act lawfully and in accordance with section 184 of the Data Protection Act 2018. Under no circumstance will a member, volunteer or employee be requested to provide an extract from the Police National Computer (PNC) known as an enforced Subject Access Request (SAR). Members will not be required to provide or apply for a Standard or Enhanced DBS certificate for roles with non-regulated activities.

Wider Public As A Whole

23. Weaving Warriors RFC acknowledges that it is situated on public grounds and acknowledges its responsibility to safeguard members and persons visiting the club and grounds. The changing facilities must be kept locked at all times when not in use and, when in use, relevant doors must be kept secure to prevent outside access from the general public.
24. Weaving Warriors RFC acknowledges its responsibilities to persons visiting the grounds and adjacent areas. The Club has adopted a strict policy towards indecent exposure around the grounds. Members, fully subscribed or otherwise, will be subject to disciplinary action in the event of indecent exposure. Indecent exposure is described by the Club as exposure of genitalia and is committed by any person who at the time is, or is perceived to be by reference of attire, representing the club. An incident would normally take place outside of the Club changing facilities and Club house.

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Signed – Chairman

Dated: