



Safeguarding children and young people policy

Policy Definitions

1. *'Children and young people'* - Anyone who is under the age of 18. However, where a 17 year old is playing in the adult game and/or training session it is essential that every reasonable precaution is taken to ensure his safety and wellbeing are protected.
2. *'Bath Rugby' and 'Club'* – Bath Rugby Club.
3. *Disclosure and Barring Service (DBS)* - The DBS is responsible for processing requests for criminal records checks, taking decisions on whether it is appropriate to place a person on or remove a person from the DBS Children's or Adults' Barred List for England, Wales and Northern Ireland.

Purpose of Policy

Bath Rugby fully recognises its responsibilities of everyone involved for protecting children and young people and to safeguard the welfare of all children and young people involved in its activities.

The Club identify that because of our day-to-day contact with children and young people, Bath Rugby employees are well placed to observe the outward signs of abuse. The Club will therefore maintain the following.

Aims

This policy applies to all Bath Rugby employees and volunteers working on behalf of the Club. The policy has five main elements:-

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

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Action to be taken by Bath Rugby

The Club confirms that it adheres to the Rugby Football Union's Safeguarding Policy and its procedures, practices and guidelines. The Club endorse and adopt the Policy Statement contained in that document and any successor policy (see appendix A for summary).

The Club will follow the children and young people protection procedures set out by the [Bath and North East Somerset Community Safety and Safeguarding Partnership](#) and will take account of the national guidance issued by the Department of Education:

- Ensure we have a designated senior safeguarding officer who has received appropriate training and support for this role (Chief Operating Officer – Alex Cohen). Ensure all employees and volunteers know the name of the designated safeguarding officer.
- Ensure all employees and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for recording any concerns and referring them to the safeguarding officer.
- Ensure all staff who will be working with and alongside children to receive children and young people protection awareness training and that lead safeguarding persons are trained every two years in accordance with the Bath and North East Somerset Community Safety and Safeguarding Partnership.
- Develop effective links with relevant agencies and co-operate as required with their enquiries regarding children and young person's protection matters including attendance at case conferences where needed.
- Keep written records of children and young people's welfare and protection concerns, even where there is no need to refer the matter immediately. These are to be kept confidentially in accordance with the Club's Data Protection Policy.
- Ensure safe recruitment practices are always followed. This includes obtaining Disclosure and Barring Service (DBS) certificates for any new staff and ensuring they are renewed at least every three years.
- Ensure that all full-time employees provide references from previous employers.
- Ensure staff and volunteers understand their responsibilities for safer working practices.
- Ensure that any allegations against members of staff with a child and young person's protection aspect are dealt with urgently, with concerns about staff to be reported to the designated safeguarding officer.
- Ensure that all other Bath Rugby policies which have a safeguarding element are all consistent with this policy and with each other and where appropriate make cross-reference to this policy.
- Ensure all staff and volunteers receive and sign for a copy of this policy where appropriate.

Safeguarding Practices

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

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All members of staff and volunteers must never:

- Be inappropriate or have unnecessary physical contact with children and young people.
- Participate in any dynamic contact games or training with children and young people.
- Work alone with a child and/or young person.
- Consume alcohol whilst responsible for children and young people.
- Provide alcohol to children and young people or allowing its supply.
- Smoke in the presence of children and young people.
- Have an intimate or sexual relationship with any child or young person developed as a result of being in a position of trust including making sexually explicit comments or sharing sexually explicit material.
- Use inappropriate language or allow children and young people to use inappropriate language
- Allow allegations by children and young people to go unchallenged, unrecorded or not acted upon.
- Depart the school, activity centre or rendezvous point until the safe collection of all children and young people.
- 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 of trust which has been invested in them by parents, the referring provider and the child and 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. Having an intimate or sexual relationship with children or young person under 18 is unlawful, even where there is apparent consent from the young person. A consensual sexual relationship between an adult in a position of trust with a young person under 18 is contrary to the policy and procedures of Bath Rugby and will be subject to disciplinary procedures.

Adults must not develop a physical or emotionally dependant relationship with children and young people.

All those within Bath Rugby have a duty to raise concerns about the behaviour of any staff member of Bath Rugby, volunteers, outside contractors and anyone in a position of trust with children and young people.

Support to children and young people at risk

We recognise that children and young people 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. Bath Rugby may be the only stable, secure and predictable element in the lives of children and young people at risk. When participating in Bath Rugby activities their behaviour may be challenging and defiant or they may be withdrawn. The Club will endeavour to support children and young people through:-

- Content of the activities.
- The Bath Rugby ethos which promotes a positive, supportive and secure environment and gives children and young people a sense of being valued.

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- Bath Rugby's code of conduct ensures that the children and young people know that some behaviour is unacceptable, but they are valued and not to be blamed for any abuse which has occurred.

Consistency of Policies

This policy should be read alongside the following other Bath Rugby policies:

- Recruitment and Selection Policy – Safer Recruitment Section
- Academy Communications Policy – Junior Academy Players / Staff only

Policy Review

The responsibility of reviewing and maintaining this policy is Tom Giles, Bath Rugby's Marketing Manager - Engagement. This policy will be reviewed annually.

Start date of policy: 1st September 2015

Last review date: 4th January 2021

Date of next review: 3rd January 2022

Appendix 1

The Key principles of the RFU Safeguarding Policy are:

- The welfare of the child is paramount
- All participants regardless of age, sex, ability or disability, race, colour, nationality, ethnic or national origin, religion or belief, size, or sexual orientation have the right to protection from harm
- All allegations, suspicions of harm and concerns will be taken seriously and responded to swiftly, fairly and appropriately
- Everyone will work in partnership to promote the welfare, health and development of children

For full details of the RFU Safeguarding Policy can be found here:

<https://www.englandrugby.com/dxdam/8a/8a4d35ee-0a0a-458d-8bcc-20dba6ff3065/safeguardingpolicybooklet.pdf>