



Oakham Rugby Football Club Safeguarding Policy.

1. Oakham Rugby Football Club acknowledges its responsibility to safeguard the welfare of all children involved in Oakham RFC from harm in every form.

2. Oakham 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 player is playing in the adult game it is essential that every reasonable precaution is taken to ensure his safety and wellbeing are protected. In common, with many other clubs in the county, ORFC maintain a policy not to play 17 year olds in Adult rugby until after December 31st when the safeguarding audit will also have been completed. No 17 year old will play adult without Club and LRU approval being granted and the procedures under the RFU Regulation 15 being followed.

4. Oakham Rugby Club strictly adheres to the licensing laws for Under 18 year old, consuming alcohol. The Club also operate a challenge 25 policy and request identification to verify age if anyone appears to be under the age of 25.

4. The Key Principles of Oakham Rugby Club Safeguarding Policy are that:

1. The welfare of the child is, and must always be, paramount to any other considerations.
2. 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.
3. All allegations or suspicions of abuse, neglect, harm and poor practice will be taken seriously and responded to swiftly, fairly and appropriately.
4. Working in partnership with other organisations, statutory agencies, parents, carers, children and young people is essential for the welfare of children.
5. Children have a right to expect support, and personal and social development delivered by an appropriately recruited, vetted and managed person 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. Oakham 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. Oakham RFC recognises that this is the responsibility of everyone involved, in whatever capacity, at the club.

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6. Oakham RFC will implement and comply with the RFU Code of Conduct and the Codes of Conduct for Coaches, Spectators and Officials as appropriate.

7. The Club Safeguarding Officer is Stephen Tee assisted by Barbara Crellin. Details are posted at the Club and on the website. 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 or Assistant. 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 Club Chairman and either the CB Safeguarding Manager or the RFU Safeguarding Team.

8. All members of Oakham RFC who work with children in Regulated Activity must undertake an RFU Disclosure and Barring Service (DBS) check in accordance with RFU Regulation 21 after completing the RFU Headcase and Introduction to Safeguarding e-learning courses and submitting the RFU Volunteer Form. Regulated Activity 'Regulated Activity' means the statutory definition of the term as set out in the Safeguarding Vulnerable Groups Act 2006 (as amended) ("SVGA") that for the RFU's purposes shall be construed as meaning: any coaching and training of children; and/or any teaching, instruction, care or supervision of children, carried out by the same person frequently (once a week or more often), or on four or more days in a 30 day period, or overnight.

9. Oakham 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:

1. Working alone with a child.
2. Consuming alcohol whilst responsible for children.
3. Providing alcohol to children or allowing its supply.
4. Smoking or vaping in the presence of children.
5. Humiliating children.
6. Inappropriate or unnecessary physical contact with a child.
7. Participating in, or allowing, contact or physical games with children.
8. Having an intimate or sexual relationship with any child developed as a result of being in a 'position of trust.'
9. Making sexually explicit comments or sharing sexually explicit material.

11. Oakham 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. Oakham 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. Under 18s will be offered separate changing facilities if playing senior rugby.

12. Oakham 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. Any events held on Oakham 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 Oakham RFC must comply with the relevant RFU Regulations and Guidance relating to tours.

14. This policy to be read in conjunction with the England Rugby RFU Safeguarding Policy, where clarification, amplification and explanation can be found, Oakham RFC current Risk Assessments, the ORFC First Aid Protocol 2022 and the Pitch and First Aid Risk Assessment 2022. These documents are available on club website. There is also a social media policy which should be shared with coaches and team admins and read in conjunction to this policy.

This policy will be adopted in accordance with the club constitution.

Child Protection and Welfare

Recognising Abuse and Poor Practice In order to provide young people in the club with the best possible experiences and opportunities in Rugby Union, it is imperative that all club members operate within an accepted ethical framework and demonstrate exemplary behaviour. This not only ensures that Rugby Union makes a positive contribution to the development of young people and safeguards their welfare, but also protects all club personnel from false allegations of abuse or poor practice. It is not always easy to differentiate poor practice from abuse, albeit intentional or unintentional. It is not, therefore, the responsibility of adults within the club to determine whether or not abuse is taking place. It is however their responsibility to identify poor practice and possible abuse and to act if they have a concern about the welfare of a young person/s.

The four main types of abuse are:

Emotional Abuse

In a rugby situation, emotional abuse may occur when:

- Coaches provide repeated negative feedback.
- Repeatedly ignore a young player's efforts to progress.
- Repeatedly demand performance levels above those of which the young player is capable over emphasise the winning ethic.

Abuse By Neglect In a rugby situation neglect may occur when young players are left alone without proper supervision.

- A young player is exposed to unnecessary heat or cold without fluids or protection.
- A young player is exposed to an unacceptable risk of injury.

Physical Abuse

In a rugby situation physical abuse may occur when:

- Coaches, Managers or helpers expose young players to exercise/training which disregards the capacity of the players immature and growing body.
- Coaches, Managers or helpers expose young players to overplaying, over training or fatigue.
- Coaches, Managers or helpers expose young players to alcohol, or give them the opportunity to drink alcohol below the legal age.
- Coaches, Managers or helpers expose young players to performance enhancing drugs and recommend that they take them.

Sexual Abuse

The close proximity of coaches and others, to young people provides opportunities for potential abusers to exploit their position of trust to sexually abuse.

Bullying

Bullying is not easy to define, can take many forms and is usually repeated over a period of time. The three main types of bullying are: physical (e.g. hitting, kicking), verbal (e.g. racist or homophobic remarks, threats, name calling) and emotional (e.g. isolating an individual from activities). They will all include:

- Deliberate hostility and aggression towards the victim
- A victim who is weaker than the bully or bullies
- An outcome which is always painful and distressing for the victim.

Bullying behaviour may also include:

- Other forms of violence
- Sarcasm, spreading rumours, persistent teasing or theft
- Tormenting, ridiculing, humiliation
- Racial taunts, graffiti, gestures
- Unwanted physical contact or abusive or offensive comment of a sexual nature

Emotional and verbal bullying is more likely to be found in rugby than physical violence, it is also difficult to cope with or prove.

Stephen Tee

Oakham Rugby Club Safeguarding Officer

Date: 12th December 2022