

## ARFC CHILD PROTECTION POLICY

Aberfeldy Rugby Football Club (ARFC) is fully committed to safeguarding the welfare of all children in its care. It recognises the responsibility to promote safe practice and to protect children from harm, abuse and exploitation. For the purposes of this policy and associated procedures a child is someone under the age of 18 years.

Staff and volunteers will work together to embrace difference and diversity and respect the rights of children and young people.

The policy is based on the following principles:

- The welfare of children is the primary concern.
- All children, whatever their age, culture, disability, gender, language, racial origin, socio-economic status, religious belief and/or sexual identity have the right to protection from all forms of harm and abuse.
- Child protection is everyone's responsibility.
- Children have the right to express views on all matters, which affect them, should they wish to do so.
- Organisations shall work in partnership together with children and parents/carers to promote the welfare, health and development of children.

**ARFC will:**

- Promote the health and welfare of children by providing opportunities to take part in **rugby** safely.
- Respect and promote the rights, wishes and feelings of children.
- Promote and implement appropriate procedures to safeguard the well being of children and protect them from abuse.
- Recruit, train, support and supervise its staff, members and volunteers to adopt best practice to safeguard and protect children from abuse and to reduce risk to themselves.
- Require staff, members and volunteers to adopt and abide by this Child Protection Policy and these procedures.
- Respond to any allegations of misconduct or abuse of children in line with this Policy and these procedures as well as implementing, where appropriate, the relevant disciplinary and appeals procedures.
- Observe guidelines issued by local Child Protection Committees for the protection of children.
- Regularly monitor and evaluate the implementation of this Policy and these procedures.

### **Review**

This Policy and these Procedures will be regularly reviewed:

- In accordance with changes in legislation and guidance on the protection of children or following any changes within **Scottish Rugby**.
- Following any issues or concerns raised about the protection of children within **Scottish Rugby**
- In all other circumstances, at least every three years.

### ASSOCIATED POLICIES AND PROCEDURES

Club Recruitment Policy

Club Code of Conduct

Are You Ready To Play Rugby (Scottish Rugby)

Age-Grade Law variations and regulations (Scottish Rugby)

Welfare and Child Protection Guidelines

Responding to Concerns procedure

**STEP 2**  
**KEY CONTACTS**

In line with its obligations under the Scottish Rugby Participation agreement a child protection officer (CPO) has been appointed to co-ordinate child protection and welfare on behalf of ARFC and to provide a main point of contact for staff and volunteers, parents and children in need of support, advice or training or if they need to report a concern.

**Aberfeldy RFC Child Protection Officer:**

Ross Dempster  
Tel – 01887 829 894  
Mob – 07747 827 028  
Email – [dempsteroutdoors@yahoo.co.uk](mailto:dempsteroutdoors@yahoo.co.uk)

Although matters relating to the welfare of children at ARFC should ordinarily be referred in the first instance to the club CPO the Scottish Rugby Lead officer for Child Protection and Welfare may also be contacted for support and advice on any child protection matter by any CPO, child, parent, staff member or volunteer at any time.

Contact Details:

**Karen Burnett** | Lead Child Protection Officer  
Scottish Rugby | BT Murrayfield Stadium | Edinburgh | EH12 5PJ  
Tel: 0131 346 5000 | DL: 0131 346 5168 | Mob: 07764 772 245  
[karen.burnett@sru.org.uk](mailto:karen.burnett@sru.org.uk) | [www.scottishrugby.org](http://www.scottishrugby.org)

Scottish Rugby acts as the umbrella body for the purposes of processing applications for the disclosure check of volunteers working with children at rugby clubs in Scotland. Accordingly, a PVG administrator has been appointed to process applications for club volunteers and to advise and support Club Child Protection officers on matters relating to the PVG scheme.

**Kathleen E Munroe** | Governance Administrator  
Scottish Rugby | BT Murrayfield Stadium | Edinburgh | EH12 5PJ  
Tel: 0131 346 5000 | DL: 0131 346 5102 | Mob: 07753 898 994 | Fax: 0131 346 5090  
[kathleen.munroe@sru.org.uk](mailto:kathleen.munroe@sru.org.uk) | [www.scottishrugby.org](http://www.scottishrugby.org)

The human resources department is responsible for the implementation of appropriate recruitment procedures and PVG applications for contracted staff.

**Julie Gemmell** | Head of Human Resources  
Scottish Rugby | BT Murrayfield Stadium | Edinburgh | EH12 5PJ  
Tel: 0131 346 5000 | DL: 0131 346 5017 | Mob: 07772 839 713 | Fax: 0131 346 5050  
[julie.gemmell@sru.org.uk](mailto:julie.gemmell@sru.org.uk) | [www.scottishrugby.org](http://www.scottishrugby.org)

Situations where the immediate safety of a child and/or children is a concern should be reported without delay to the appropriate statutory agency – the local police and/or social services child protection team.

## **CODE OF CONDUCT FOR SAFEGUARDING CHILDREN IN RUGBY**

ARFC supports and requires ***all*** members to observe the following standards of practice, including verbal and non-verbal actions when involved in activities with young players **under the age of 18 years**.

All concerns about breach of this Code of Conduct will be taken seriously and responded to in line with ***Scottish Rugby*** Disciplinary Procedure and/or Procedure for Responding to Concerns.

This code of conduct is linked to the overarching Rugby Code of Conduct, which clubs sign up to as part of the annual Participation Agreement. It is also linked to the organisation's staff performance management systems and disciplinary policies.

### **GOOD PRACTICE**

#### **CLUB**

- Implement suitable and robust recruitment for volunteers and staff to work with children
- Appoint suitably trained coaches and managers
- Ensure there is a clear way for children and parents to raise any concerns
- Appoint a child protection officer
- Adopt and implement a child protection policy
- Involve parents/carers wherever possible

#### **ALL**

- Make rugby fun, enjoyable and promote fair play principals
- Place value on the efforts and achievements of all players involved, including those on other teams
- Treat all players equally, with respect, dignity and fairness.
- Give enthusiastic and constructive feedback rather than negative criticism.

#### **COACHES**

- Follow Scottish Rugby age grade policies and Are You Ready to Play Rugby guidelines
- Properly supervise children during rugby activity
- Put the welfare and development of each player first before winning or achieving team performance goals.
- Build balanced relationships based on mutual trust and respect
- Include players in the decision-making process wherever possible and appropriate.
- Work in an open environment, wherever possible.
- Be an excellent role model
- Recognise the developmental needs and capacity of young players
- Follow medical advice and protocols relating to injury prevention and management

### **PRACTICE TO BE AVOIDED**

#### **COACHES**

- Too much emphasis on the team winning over the enjoyment and development of the young players involved (Note: the balance of winning v player development will be different at different ages and levels of performance but should be in line with the relevant LTPD principles)

- Excessive training and competition, pushing young players against their will and putting undue pressure on them.
- Involving adults in practical demonstrations of contact rugby techniques including:
  - coaches holding tackle pads and bags for drills for young players
- Spending inappropriate and unnecessary amounts of time working with children alone in private or unobserved situations
  - One to one coaching sessions should only take place with parental consent and ideally with a chaperone and/or in a public place.
  - One to one sessions for medical treatment are sometimes necessary for purposes of confidentiality.

#### GENERAL

- Failing to follow SRU guidelines and recommendations on best Practice
- Having 'favourites'
- Arranging to transport a child alone in your car, without prior consent from the child's parents
- Smoking or drinking alcohol in the company of children
- Entering player's bedrooms on trips away, unless in an emergency or in the interest of health and safety.
  - If it is necessary to enter rooms, knock and say that you are coming in.
  - The door should remain open, if appropriate.
- Where possible, doing things of a personal nature for children that they can do for themselves.

### UNACCEPTABLE PRACTICE

#### COACHING

- Deliberately threatening, insulting, humiliating or embarrassing a player as a form of control and/or 'motivation'
- Reducing a player to tears as a form of control
- Engaging in rough or physical contact, including tackling a young player
- Swearing at young players or allowing players to do the same unchallenged
- Use sexualised language and/or allowing young players to do the same unchallenged
- Condoning or promoting excessive rivalry between players, teams and/or clubs on or off the pitch
- Shouting abusive or derogatory comments from the touchline at players or match officials

#### GENERAL

- Inviting or allowing young players to stay at your home
- Sharing a room alone with a young player
- Getting changed and/or showered in the same facilities at the same time as young players
- Forming intimate emotional, physical or sexual relationships with young players
- Allowing or engaging in sexual behaviour
  - this includes suggestive comments and provocative jokes and games
- Allowing or encouraging young players to smoke, take drugs or drink alcohol
- Failing to follow SRU policies on safety for young players
  - AYRTPR policies
  - Injury reporting procedures
- Allowing allegations made by a player to go unchallenged, unrecorded or not acted upon.

**Sign-up:**

**I have read and agree to abide by this Code of Conduct**

**I have also read and agree to abide by the *Scottish Rugby's* Child Protection Policy, Procedures and Guidelines. These can be found in full at <http://www.scottishrugby.org/child-protection>**

**Print name of staff member / volunteer:**

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**Signature:**

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**Date signed:**

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