



Aberfeldy RFC Safeguarding Policy

Aberfeldy RFC acknowledges its responsibility to protect and safeguard the welfare of all children in Aberfeldy RFC from harm.

Aberfeldy RFC recognises that all children have the right to participate in rugby union in a safe, enjoyable and positive environment whilst at the same time being protected from abuse, neglect or poor practice.

Aberfeldy RFC confirms that it adheres to the Scottish Rugby Safeguarding Policy and the procedures, guidelines, and practices contained in that document and any successor policy.

Aberfeldy confirms that it will appoint a Child Protection Officer (CPO) at the club. Their details will be available within the clubhouse and on the club website. The CPO will undergo Safeguarding training as directed by Scottish Rugby.

The Aberfeldy RFC CPO is Ross Dempster and they agree to be contacted with any concerns regarding child protection and safeguarding and will take appropriate action.

Aberfeldy RFC agrees that all allegations or suspicions of abuse, neglect, harm or poor practice will be taken seriously and responded to swiftly, fairly and appropriately.

Aberfeldy RFC recognises that all children have the right to expect that their participation in rugby union will be supported and delivered by suitably recruited, vetted and managed staff, whether they are volunteering or officiating.

All members of Aberfeldy RFC who undertake regulated work must be member of the PVG Scheme with a Scheme Record Update if necessary.

Aberfeldy RFC acknowledges the Disclosure Scotland referrals process and agrees to action a referral if required.

Aberfeldy RFC agrees that any tours, overseas or domestic must comply with the relevant Scottish Rugby Regulations and Guidance relating to tours.

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 18years**.

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.

Key Contacts

If you are concerned about the immediate safety of a child please contact Police Scotland – call 101 or 999.

Child Protection Officer

Ross Dempster

Tel – 01887 829 894

Mob – 07747 827 028

Email – 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.

SRU Safeguarding Team

Tel - 0131 346 5000

Email - safeguarding@sru.org.uk