

# DEVIZES RUGBY CLUB

Affiliated member of  
Dorset & Wilts. RFU



Member of the RFU  
and England Rugby

## SAFEGUARDING POLICY

This policy was approved by the Management Board of Devizes RFC Limited (“Devizes Rugby Club”) on 8 November, 2021 and is due for review by 31 October, 2023.

Note: Throughout this Policy interpretation of the words “child” or “children” also includes ‘adults at risk’ (formerly called ‘vulnerable adults’) in accordance with the legislative definition of the same.

- 1.** Devizes Rugby Club (“the Club”) acknowledges its responsibility to safeguard the welfare of all children involved in the Club from harm and the Job Description confirms that the Club Safeguarding Officer [“CSO”] is a key element of its governance.
- 2.** The Club:
  - adheres to the Rugby Football Union’s [Safeguarding Policy](#) and the associated procedures, practices and guidelines; and
  - endorses and adopts the Policy Statement contained in that document and any successor policy.
- 3.** A child is not only anyone under the age of 18 engaged in any rugby union activity but also an 18-year-old playing in a Colts game. In addition, where 17-year-old players play in the adult game it is essential that every reasonable precaution is taken to ensure that their safety and well-being are protected.
- 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 will be 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 that is delivered by people who have been 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.** The Club 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. The Club recognises that this is the responsibility of everyone involved, in whatever capacity, at the Club.
- 6.** The Club will implement and comply with the [RFU Codes of Practice](#) and has its own Codes of Conduct for Coaches, Spectators and Officials as well.

**7.** The current CSO is [James O'Sullivan](#), and [Aimi Dallyn](#) is Child Safeguarding Assistant ("CSA"). If you witness or are aware of an incident whereby the welfare of a child has been put at risk, your responsibility is to inform the CSO or CSA and to complete the club's Safeguarding Incident Report Form without delay. The CSO or CSA will then decide what to do next and may inform the CB Safeguarding Manager and the RFU Safeguarding Team. If an incident involves the CSO or CSA, you should inform the Club Secretary for the time-being and either the CB Safeguarding Manager or the RFU Safeguarding Team.

**8.** All members of the Club who work with children in regulated activities must undertake an RFU Disclosure and Barring Service ("DBS") check in accordance with [RFU Reg. 21](#).

**9.** The Club 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 and may result in disciplinary action being taken by the Club, by the CB and/or by 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.
- Abusing, bullying or 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' in regard to that child.
- Making sexually explicit comments or sharing sexually explicit material.

**10.** The Club expects anyone who sees or is aware of an action or activity that breaches the RFU's Best Practice Guidance to report the facts to the CSO or CSA without delay. This requirement applies not only to the conduct of members of the Club but also to the behaviour of officials, of spectators or of visitors from other clubs.

**11.** The Club 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. The Club 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 or vulnerable adults.

**12.** The Club will ensure that its coaches and team managers will receive the support and the training considered appropriate to their position and role, including (but not limited to) awareness of the Club's Policy on Managing Challenging Behaviour, which forms the Schedule to this Safeguarding Policy.

**13.** Any events held on the Club's 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 the Club must comply with the relevant RFU Regulations and [Guidance relating to tours](#).

*Continued*

**Teamwork | Respect | Enjoyment | Discipline | Sportsmanship**

Devizes RFC Limited : a company limited by guarantee, reg'd in England, no: 8050372  
Registered Office: The Sports Club, London Road, Devizes, Wilts. SN10 2DL

## SCHEDULE

### **MANAGING CHALLENGING BEHAVIOUR**

Devizes RFC (“the Club”) has a duty to manage challenging behaviour. The Club recognises that it has a responsibility to give clear guidance and support to all those involved in activities to enable them safely to supervise the people for whom they are responsible. Through its policies, the Club will make clear what is acceptable practice, the required standards of conduct and the Club’s process for responding to behaviour that is deemed unacceptable. This must be followed and read in conjunction with all the Club’s policies and, where appropriate, the RFU policy and guidance.

These guidelines aim to promote good practice and to encourage a proactive response to supporting children to manage their own behaviour. The guidelines are based on the principle that the welfare of the child (or ‘adult at risk’) is paramount and they must never be subject to any form of treatment that is harmful, abusive, humiliating or degrading.

Some children (or ‘adults at risk’) exhibit challenging behaviour as a result of specific circumstances, such as a medical or psychological condition. Coaches and volunteers who deliver sports activities to children may, on occasions, be required to deal with challenging behaviour.

When children (or ‘adults at risk’) are identified as having additional needs or behaviours that are likely to require additional supervision, specialist expertise or support, this should be discussed with parents or carers, and where appropriate young people, to ensure that an appropriate approach is agreed.

1. Good coaching practice requires planning sessions around the group as a whole but also involves taking into consideration the needs of each individual athlete within that group. As part of session planning, coaches should consider whether any members of the group have presented in the past or are likely to present any difficulties in relation to the tasks involved, to the other participants or to the environment.
2. Where coaches and volunteers identify potential risks, strategies to manage those risks should be agreed in advance of the session, event or activity. The planning should also identify the appropriate number of adults required to safely manage and support the session, including being able to adequately respond to any challenging behaviour and to safeguard other members of the group and the other volunteers involved.
3. The Club should seek to work in partnership with parents or carers, and where necessary external agencies, to ensure that a child or young person can be supported to participate safely.
4. In responding to challenging behaviour, the response should always be proportionate to the actions, be imposed as soon as is practicable and be fully explained to the child and their parents or carers. In some circumstances, this may include referring to the RFU.

In dealing with challenging behaviour there are various options that may resolve the situation; these should be discussed and agreed prior to use. Examples include, but are not limited, to:

- Time out from activity, group or individual work.
- Reparation – making amends.
- Behavioural reinforcement.
- De-escalation of situation.
- Increased supervision.

**If there are any questions or queries, please contact the Club’s Safeguarding Officer or Assistant for guidance.**