

Bradford on Avon Rugby Club

CLUB SAFEGUARDING POLICY

Safeguarding Policy Statement

At Bradford on Avon RFC, safeguarding is everybody's responsibility. We are committed to creating an environment where children and young people feel safe, welcome, valued and heard. We believe that every child has the right to enjoy rugby in a safe, positive and inclusive environment. Guided by the Core Values of Rugby: Teamwork, Respect, Enjoyment, Discipline and Sportsmanship, we will work together to promote wellbeing, prevent harm and respond appropriately whenever concerns arise. The welfare of children is paramount in all decisions and actions taken by the Club.

Purpose

This policy sets out the Club's commitment to safeguarding and promoting the welfare of children involved in rugby union. It applies to everyone involved in the Club, including players, coaches, volunteers, officials, committee members, parents, carers and spectators. For the purposes of this policy, a child is anyone under the age of 18.

Safeguarding Framework

Bradford on Avon RFC adopts and will comply with RFU Regulation 21, the RFU Safeguarding Children Policy, the RFU Safeguarding Handbook and relevant legislation and statutory guidance. These documents provide the detailed safeguarding standards, procedures and requirements that underpin this policy.

Safeguarding Through Rugby's Core Values

TEAMWORK

What We Ask Of Our Members:

- Help create a safe environment; report concerns; support others; recognise safeguarding is shared responsibility.

What The Club Will Do:

- Promote awareness; provide guidance; work with England Rugby and agencies; review safeguarding arrangements.

RESPECT

What We Ask Of Our Members:

- Treat everyone with dignity; value diversity; listen to children; and encourage everyone to share good practice and raise concerns.

What The Club Will Do:

- Foster openness; take concerns seriously; promote positive behaviour; communicate expected standards.

ENJOYMENT

What We Ask Of Our Members:

- Help make rugby enjoyable; encourage participation; support positive experiences.

What The Club Will Do:

- Create a safe, welcoming environment; prioritise safeguarding and welfare; celebrate positive contributions.

DISCIPLINE

What We Ask Of Our Members:

- Follow policies and codes; take responsibility; raise concerns.

What The Club Will Do:

- Respond appropriately to concerns; apply procedures fairly; take action where risks arise.

SPORTSMANSHIP

What We Ask Of Our Members:

- Demonstrate honesty, fairness and kindness; be a role model; challenge poor behaviour.

What The Club Will Do:

- Promote rugby values; support volunteers and officials; maintain a safe environment.

Listening to Children and Young People

We are committed to listening to children and young people, taking their views seriously and supporting them to speak up when something concerns them.

Club-Specific Safeguarding Considerations

Bradford on Avon RFC will regularly consider safeguarding matters relevant to its facilities, activities and location. These may include shared facilities, public access arrangements, environmental hazards, changing facilities, travel, tours, events, digital communication and partnership working.

Safer Recruitment, Training and Support

The Club is committed to ensuring that individuals working with children are appropriately recruited, vetted, trained and supported in accordance with RFU requirements.

Bradford on Avon RFC's Role and Responsibilities

In order to operate within the legal and regulatory framework, the RFU, its Constituent Bodies and member clubs will work together, each with a clear role, in order to safeguard children. Bradford on Avon Rugby Club Limited:

- Appoints a Club Safeguarding Officer (CSO), as the first point of contact for safeguarding and welfare concerns
- Ensures that the CSO:
 - is a member of, or attends the appropriate club committees making safeguarding issues a priority at the proper level; and
 - works in accordance with the RFU Safeguarding Toolkit
- Develops a safeguarding training plan ensuring that as a minimum:
 - the CSO attends an "In Touch" Workshop within six months of taking up the post
 - each mini and youth age group has at least one person who has attended the "Play It Safe" course
- Informs all members, parents and children when a new CSO is appointed
- Publishes the club's own safeguarding policy which reinforces the RFU Safeguarding Policy and procedures which respects the unique local circumstances for that club and makes it accessible to all members
- Ensures all club officers and committee members are aware of their safeguarding responsibilities

- Ensures that at any youth disciplinary panel the CSO supports the child and ensures the panel considers the child's emotional wellbeing throughout
- Identifies any signs of harm and reports them to the CBSM and/or the RFU Safeguarding team
- Ensures that the club's children's workforce have up-to-date DBS checks in accordance with
 - Safeguarding Children Policy
 - Regulation 21

The Volunteer and Club Member's Responsibilities

- Works towards creating a safe, friendly and welcoming environment and treats children with respect in accordance with the Core Values
- Understands and complies with the club's safeguarding policy
- Aims to follow all guidance in the RFU Safeguarding Policy document when working with children
- Completes any training considered appropriate for their role
- Those working in Regulated Activity have an enhanced DBS disclosure processed and cleared by the RFU, in accordance with RFU Regulations.

Bradford on Avon RFC Mini and Youth Section have a thriving player and supporter base. We positively encourage parental support, as coaches are not able to provide individual care in the case of upset or injury.

If neither parent can remain during training or matches, arrangements should be made for a responsible adult (grandparent, family friend or neighbour) to keep an eye on the player and the player told who is looking after them. Youth and Mini rugby training and matches are not a drop off and run crèche.

Bradford on Avon RFC abides by the Rugby Football Union (RFU) Guidelines and Policies on Safeguarding Children and Vulnerable Adults. These cover such areas as Recruitment and Selection of Coaches and Officials working with children, Anti-bullying, Trips away with children and vulnerable adults, and the Use of images of children under 18. Copies of these guidelines and policies are available at www.rfu.com.

Bradford on Avon RFC Safeguarding Policy

1. Bradford on Avon Rugby Club administered by Bradford on Avon Rugby Ltd acknowledges its responsibility to safeguard the welfare of all children and vulnerable adults involved in Bradford on Avon Rugby Club from harm.
2. Bradford on Avon Rugby Club confirms that it adheres to the Rugby Football Union's Safeguarding Policy and the procedures, practices and guidelines and endorses and adopts 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 male player is playing in the adult game it is essential that every reasonable precaution is taken to ensure his safety and wellbeing are protected.
4. The Key Principles of the RFU Safeguarding Children & Vulnerable Adults Policy are that:
 - The welfare of the child or vulnerable adult (as appropriate) 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 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 and young people.
 - Children have a right to expect support, and personal and social development delivered by an 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. Bradford on Avon Rugby 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. Bradford on Avon Rugby Club recognises that this is the responsibility of everyone involved, in whatever capacity, at the club.

6. Bradford on Avon Rugby Club will implement and comply with the RFU Code of Conduct and the Codes of Conduct for Coaches, Spectators and Officials as appropriate. Bradford on Avon Rugby Club will ensure its spectators, parents, members and officials are all aware of and have accepted the club Photographic Policy as set out on the club player registration form and on the Bradford on Avon Rugby Club website.

7. 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. They will then inform the CB Safeguarding Manager and the RFU Safeguarding Team. If an incident involves the Club Safeguarding Officer or Deputy Safeguarding Officer you should inform the Director (Discipline), James Glossop, and either the CB Safeguarding Manager or the RFU Safeguarding Team.

8. All members of BOARFC who work with children in Regulated Activity must undertake an RFU Disclosure and Barring Service (DBS) check in accordance with RFU Regulation 21.

9. Bradford on Avon Rugby 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 by the club and may result in disciplinary action being taken by the club, the CB or the RFU:

- Working alone with a child, children, vulnerable adult, or adults.
- Consuming alcohol whilst responsible for children or vulnerable adults.
- Providing alcohol to children or allowing its supply.
- Smoking in the presence of children.
- Humiliating children or vulnerable adults.
- Inappropriate or unnecessary physical contact with a child or vulnerable adult.
- Participating in, or allowing, contact or physical games with children or vulnerable adults.
- Having an intimate or sexual relationship with any child or vulnerable adult developed as a result of being in a 'position of trust.'
- Making sexually explicit comments or sharing sexually explicit material.

10. Bradford on Avon Rugby Club manages the changing facilities and arranges for them to be supervised by adults (RFU DBS checked) of the appropriate gender for the players using the facilities. Bradford on Avon Rugby 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.

11. Bradford on Avon Rugby Club will ensure that its coaches and team administrators 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.

12. Any youth rugby events held on Bradford on Avon Rugby Club 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 Bradford on Avon Rugby Club must comply with the relevant RFU Regulations and Guidance relating to tours.

Reporting Concerns

If you have any concern regarding the welfare, wellbeing or safety of a child, report it without delay.

Club Safeguarding Officer: Laura Podger & Garry Epps

Email: safeguarding@boarugby.club

The Club Safeguarding Officer is the first point of contact for safeguarding concerns within the Club. If a concern involves the Club Safeguarding Officer, concerns may be raised with the Constituent Body Safeguarding Manager, RFU Safeguarding Team (via the reporting form:

<https://www.englandrugby.com/run/safeguarding/sharing-concerns>), Children's Social Care or the Police. If a child is at immediate risk of harm, contact emergency services immediately.

Policy Review

This policy will be reviewed annually, following significant safeguarding incidents, or following changes to RFU safeguarding requirements.

Adoption

Club Name: Bradford on Avon RFC

Date Adopted: 03 September 2026

Review Date: 03 September 2027

Club Director:



Club Safeguarding Officer:



Appendix 1: Role and Responsibilities of Club Safeguarding Officer and Deputy Safeguarding Officer

A supportive and positive environment in which children can enjoy rugby safely is vital. You'll provide leadership in the safeguarding of children within the club, maintaining relationships with the CB Safeguarding Manager (CBSM) and local safeguarding partners. You'll report to the Club Operations Team and Youth Chairman and work especially closely with the Club Youth member Secretary, First Aid Officer and the Club Coaching Coordinator. You'll also need to undertake appropriate RFU safeguarding courses.

What you will need to be?

- To be empathetic and approachable with a good sense of humour
- To be objective
- Attention to detail
- Resilience and determination
- To be dedicated to the cause of safeguarding young people under 18yrs

What will you do?

- Maintain the Club 'Safeguarding Policy' and procedures in conjunction with the RFU guidance (Club's role C5)
- Maintain the system of DBS checking coaches and anyone working with young people (Club's role C9)
- Co-ordinate a programme of training for club personnel working with young people (Club's role C3)
- Ensure that all safeguarding issues and incidents are reported promptly (Club's role C8)
- Keep up-to-date contact details for the local statutory agencies (police / social services etc.) and liaise with them when necessary (Club's role C9)
- Ensure all parents of new mini & youth players receive/have access to the club safeguarding policy
- Be aware of individual children's special educational or medical needs and the need to inform appropriate club age-group coaches/managers
- Liaise with the club First Aid Officer, club Membership Secretary and Club Coaching Co-ordinator
- Inform appropriate club age-group coaches/managers of "Play it Safe" courses and inform CCC to update the club coaches register accordingly (Club's role C3)
- Distribute new information concerning the safeguarding of young people (Club's role C6).

How much time will it take up?

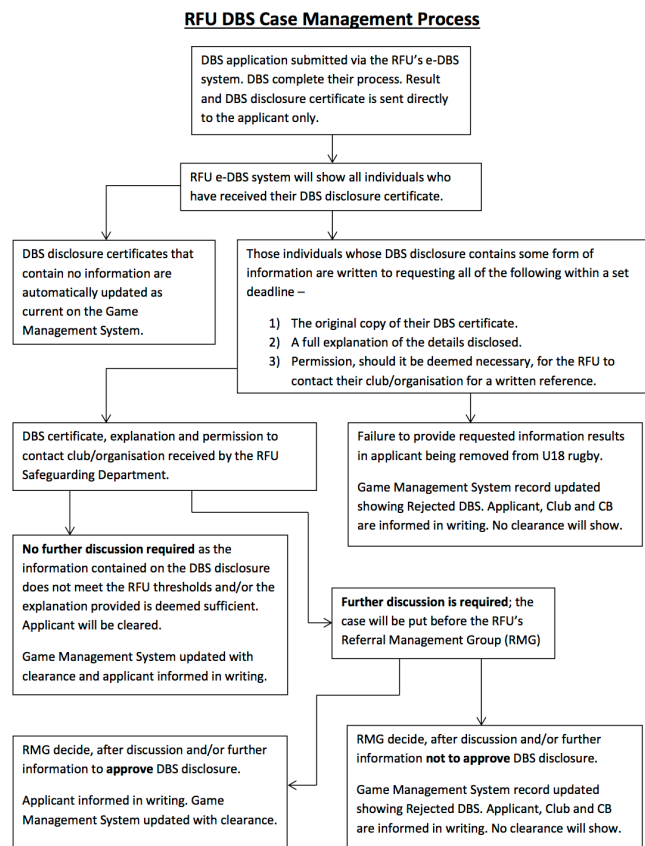
About 6 hours a week, mainly in the evenings and at weekends; typically this will be at peaks e.g. at season start.

What you will get out of it

It's no exaggeration to say that children are the future of rugby, so your role in safeguarding them within your club is crucial. This is a highly respected role within the club and the local community, from which you'll get a great deal of satisfaction seeing how young players develop. You'll also receive ongoing support from the CB Safeguarding Manager in the form of training, visits, guidance and regular communication.

Appendix 2: DBS Guidance

The RFU requires any individual engaged in a Regulated Activity to undertake a Disclosure & Barring Service (DBS) check through their club in order to work with children or vulnerable adults in accordance with the RFU Regulation 21.



DBS Eligibility Check / Guidance

To qualify for an Enhanced DBS check with Children or Adult Barred List check, the employment or voluntary position must be prescribed in legislation. To be deemed as being in Regulated Activity, within a rugby setting, the position must meet the following criteria and frequency (when working with children) in order to be deemed Regulated Activity –

Activity: Teaching, training, instruction, care or supervision of children, carried out by the same person frequently (once a week or more often), or on 4 or more days in a 30-day period, or overnight, all on an unsupervised basis.

An Enhanced DBS check (without barred list checks) can be applied for if the role is specified under the activity above. However, at all times the individual must be supervised by an individual in Regulated Activity i.e. has been DBS checked to enhanced level with an appropriate barred list check.

In a rugby setting the specified nature must be listed under activity in the Safeguarding Vulnerable Groups Act 2006 (SVGA) and subsequent Protection of Freedoms Bill (POF) 2012 amendments and be an unsupervised activity.

There are certain roles the RFU are receiving applications for and are not deemed eligible for a DBS check, as per below –

- Bar staff / Catering staff
- Youth Registrars
- Anyone whose role is to access database information (e.g. Game Management System).

Bar or catering staff for example - The role itself does not meet the Regulated Activity definition as any contact with children or vulnerable adults is incidental. As such this role is ineligible for a DBS check.

An individual may be eligible for a DBS check if, they hold an additional role that does meet the Regulated Activity criteria e.g. coach. In this type of case, only the main eligible role should be declared on the DBS application.

Additionally, we have encountered queries relating to parents/helpers on overnight tours. Please note that this role will only be eligible for an Enhanced DBS (with Barred List) check if it can be demonstrated that the role is clearly covered by the Regulated Activity criteria (as set out above).

Clubs should not blanket DBS check all their members and volunteers. They must assess each role against the eligible criteria to determine if a check is required.

All job roles that appear on the RFU's online e-DBS system are deemed eligible for an Enhanced DBS check. Additionally, it is important that applicants are set against a role that relates to the correct workforce they will be engaging with e.g. Children, Adults or both. This will allow the Police to disclose any relevant information about an individual depending on their workforce and job role.

It is, however, most important that irrespective of any DBS criteria, that clubs follow safe recruitment procedures and remain mindful of the fact that carrying out a DBS check on an individual is only part of the risk assessment. Clubs should, if they have any reason for concern over an individual's suitability for a role, carry out further checks through references or other types of enquiry.

The RFU have produced a flowchart providing key questions to ask when determining whether there is eligibility to request a DBS check for rugby related roles.

Please note that this is only a guide and that some roles may require further consideration; please contact the RFU to discuss them further.

Further guidance is available on the Government website (www.gov.uk) and also contained within the Safeguarding Vulnerable Groups Act.

DBS Eligibility Decision Flow-Chart

