

## Cardiff Demons Rugby League Club Safeguarding Policy



### Rugby League Club Safeguarding Policy

#### 1 Safeguarding Policy

Cardiff Demons Rugby League Club acknowledges its responsibility to safeguard the welfare of every child, young person and vulnerable adult who has been entrusted to its care and is committed to working to provide a safe environment for all of its members. A child or young person is anyone under the age of 18 involved in any club football activity. A vulnerable adult is anyone who may be unable to take care of himself or herself or be unable to protect himself or herself against significant harm or exploitation. We subscribe to the RFL Safeguarding Policy (revised version 2007) and endorse and accept the Policy Statement contained in that document.

#### 2 The key principles of the RFL Safeguarding Policy are that:

- The child's welfare is, and must always be, the paramount consideration
- All children, young people and vulnerable adults have a right to be protected from abuse regardless of their age, ethnic origin, gender, special needs, disability, class or social background, religion, sexual orientation, marital status, colour or political persuasion.
- All suspicions and allegations of abuse or poor practice will be taken seriously and responded to swiftly and appropriately

3 We acknowledge that every child or young person or vulnerable adult who plays or participates in rugby league should be able to take part in an enjoyable and safe environment and be protected from poor practice and abuse. This is the responsibility of every adult involved in our club.

4 The Rugby League Club has a role to play in safeguarding the welfare of all children, young people and vulnerable adults by protecting them from physical, sexual or emotional harm and from neglect or bullying. It is noted and accepted that the RFL Safeguarding Policy and related regulations applies to everybody in rugby league whether in a paid or voluntary capacity. This means whether you are a volunteer, match official, helper, coach, club official or medical staff.

5 We endorse and adopt the RFL's Safeguarding Policy on recruiting volunteers and staff and will follow the recruitment procedures as set out in that policy and summarised below:

- Develop a job description or role profile
- As a minimum meet and chat with applicants and where possible conduct interviews before appointing
- Request and follow up two references before appointing
- Apply for an RFL CRB Enhanced Disclosure where appropriate in line with RFL policy

All current Rugby League Club members with direct access to children, young people and vulnerable adults will be required to complete a CRB Enhanced disclosure via the RFL CRB unit.

It is accepted that the RFL aims to prevent people with a history relevant and significant offending from having contact with children, young people or vulnerable adults and prevent them having the opportunity to influence policies or practice with children or young people. This is to prevent direct sexual or physical harm to children or young people or vulnerable adults and to minimise the risk of grooming within rugby league.

- 6 The Rugby League Club supports the RFL's Whistle Blowing Policy. Any adult or young person with concerns about a colleague can whistle blow by contacting the RFL Safeguarding team (see details below).
- 7 The Rugby League Club has appointed a Club Welfare Officer (CWO) in line with the RFL's role profile. The CWO will take part in training as defined in the RFL's Safeguarding Education and Training Strategy. The CWO is the first point of contact for all club members and parents/carers regarding concerns for the welfare of any child or young person or vulnerable adult. The CWO will be familiar with the procedures for referring any concerns and will play a proactive role in increasing an awareness of poor practice and abuse amongst club members.
- 8 We acknowledge and endorse the RFL's Anti Bullying Policy. Bullying of any kind is not acceptable at our club. If bullying does occur, all players or parents/carers should be able to tell and to know that bullying will be dealt with promptly. Incidents need to be reported to the CWO and in the case of serious bullying or adult on child bullying to the RFL Safeguarding Team.
- 9 The RESPECT Code of Conduct for coaches, players, officials, parents/carers, officials and coaches has been implemented by The Rugby League Club. The Club has a fair disciplinary system and clear sanctions to deal with any misconduct at club level and acknowledges the possibility of potential sanctions which may be applied by Leagues or the RFL in more serious circumstances. All prospective members will be informed of these codes.
- 10 Further advice on Safeguarding matters can be obtained from:

The NSPCC Child Protection 24 hour Helpline 0808 800 5000

The RFL Safeguarding Team on 0844 477 7113 Option 6 or by emailing to [safeguarding@rfl.uk.com](mailto:safeguarding@rfl.uk.com) or writing to the Safeguarding team at the RFL, Red Hall, Red Hall Lane, Leeds, LS17 8NB. General advice is available at [www.rfl.uk.com](http://www.rfl.uk.com)

**Signed on behalf of the Club by Chairperson:**



**Name:** Mark Harris

**Date:** 27 June 2010