



Club Safeguarding Policy

Burnham on Sea Rugby Football Club acknowledges its responsibility to safeguard the welfare of all children involved in Burnham on Sea from harm.

Burnham on Sea RFC confirms that it adheres to the Rugby Football Union's Safeguarding Policy and the procedures, practices and guidelines and endorse and adopt the Policy Statement contained in that document and any successor policy.

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.

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 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 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.

Burnham on Sea RFC 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. Burnham on Sea RFC recognises that this is the responsibility of everyone involved, in whatever capacity, at the club.

Burnham on Sea RFC will implement and comply with the RFU Code of Conduct and the Codes of Conduct for Coaches, Spectators and Officials as appropriate.

The Club Safeguarding Officer is Tim James as Safeguarding Officer (safeguarding.bosrfc@outlook.com). 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, you should inform the Club Chairman (Lee Berry) Vice Chairman (Juniors) (Emma O'Regan) and either the CB Safeguarding Manager or the RFU Safeguarding Team.

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

Burnham on Sea RFC 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.
- Consuming alcohol whilst responsible for children.
- Providing alcohol to children or allowing its supply.
- Smoking and/or vaping in the presence of children.
- 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 because of being in a 'position of trust.'
- Making sexually explicit comments or sharing sexually explicit material.

Burnham on Sea RFC 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. Burnham on Sea RFC 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.

Burnham on Sea RFC will ensure that its coaches [and team managers] 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 both, voluntary and paid.

Any events held on Burnham on Sea RFC 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 Burnham on Sea RFC must comply with the relevant RFU Regulations and Guidance relating to tours.

Due to the open nature of the site the club workforce will ensure the safety of the junior players by providing appropriate supervision. This extends to Coaches and Team Managers keeping players within an appropriate playing area to ensure their safety. It is the responsibility of all members of the club to challenge suspicious or unknown individuals in the vicinity of players. If there are any suspicious circumstances, members must report them to the Club Safeguarding Officer or, if there is imminent danger, directly to the police.

The club will ensure that all key personnel know safety plans and actions to be taken in the instance of a serious incident.

In relation to social media, no child should be included on any parents group chats on social media. Safeguarding officers should avoid groups where they can reply to all. Children should not be on the Junior Facebook page as it is for parents/guardians only. Any posters advertising club events should not promote gambling or alcohol and should be child friendly.