



Crieff & Strathearn Rugby Football Club Child Protection Policy

Policy Statement

Crieff & Strathearn Rugby Football Club (C&SRFC) recognises that all those involved in the coaching or supervision of children associated with the club have a duty to safeguard the welfare of those children. This duty extends to the prevention of physical; sexual or emotional abuse of children associated with the Club and shall be applied regardless of a child's sex, race or religion.

Child Protection Officer

The Club Committee is responsible for appointing a Child Protection Officer (CPO), who will be the main contact for co-ordination of child protection within the club.

The club's current CPO is:

Susanna Murdoch
07825576930

The CPO will:

- Be supported by the Scottish Rugby Union and be appropriately trained, as a minimum the CPO should have attended 'Safeguarding & Protecting Children' or other basic child protection awareness training and 'In Safe Hands – Club Child Protection Officer' workshops
- Implement and promote the Club Child Protection Policy and Procedures
- Regularly report to the Club Committee
- Act as the main contact within the Club for the protection of children

- Keep abreast of developments and understand the latest information on data protection, confidentiality and other legal issues that impact on the protection of children
- Communicate with the Scottish Rugby Union's Domestic Regulatory and Technical Executive, Legal and Governance Department
- Maintain confidential records of reported cases, action taken, liaise with statutory agencies and ensure they have access to all necessary information
- Report cases, concerns, and action taken to the Scottish Rugby Union's Domestic Regulatory and Technical Executive
- Attend training on the protection of children
- Establish and maintain contact with local statutory agencies including the police and social services
- Monitor and review the Child Protection Policy and Procedures for the club
- Ensure there are mechanisms in place for quality assurance.

Code of Conduct

This policy is based on the following principles:

- A child's welfare is the paramount consideration.
- A child, regardless of age, ability, gender, racial origin, religious belief and sexual orientation has a right to be protected from abuse
- The rights, dignity and worth of a child should always be respected.

In support of these principles Coaches must:

- Respect the rights, dignity and worth of every player and treat everyone equally within the context of our sport.
- Place the well being and safety of the performer above the development of performance. They should follow all guidelines laid down by the Scottish Rugby Union and be registered on the SRU coaches' database.
- Develop an appropriate working relationship with players based on mutual trust and respect. Coaches must not exert any undue influence to gain any personal benefit or reward.
- Encourage and guide players to accept responsibility for their own behaviour and performance.
- Ensure the activities they direct or advocate are appropriate for the age, maturity, experience and ability of the individual.
- Clarify with players (and where appropriate their parents) exactly what is expected of them and what players are entitled to expect of their coach.
- Co-operate fully with other specialists (e.g. other coaches, physiotherapists, club officials' etc.) in the best interest of the player.
- Advocate the positive aspects of Rugby and never condone rule violations or the use of prohibited substances.
- Respect a player's right to his or her own personal development, independence and self-determination.
- Consistently display high standards of behaviour and appearance.
- Be prepared to complete our club's "Children's Coach Registration Form" and follow the procedures laid down by the Club.

PROCEDURES FOR COACHES

All coaches shall:

- Comply with the Coaches Charter.
- Complete the Club's "Child's Coach Registration Form".
- Be made aware of our policy on Child Protection and Good Practice.
- Follow the guidelines issued on how to deal with the disclosure or suspicion of abuse.
- Know whom their Club Child Protection co-ordinator is.
- Plan to minimise situations in which abuse may occur.
- Follow an open door policy in changing rooms and showers.
- Prohibit the use of camcorders and cameras in changing rooms and showers.
- Allow parents access to changing areas when appropriate.
- Not participate in one to one coaching other than during a normal coaching session and always in the presence of other coaches and players.
- Not allow or engage in inappropriate touching of any form.
- Not make sexually suggestive comments about or to a child, even in fun.
- Not refer to a child's ethnicity, religion, gender, disability, or sexuality in a way that is derogatory.
- Not allow children to use inappropriate language unchallenged.
- Not engage in sexually provocative games or horseplay.
- Not do things of a personal nature for children that they can do for themselves.
- Immediately report incidents of inappropriate language, behaviour or abuse by another Coach
- Immediately report incidents of inappropriate language, behaviour or abuse by a child
- Encourage parents to attend matches and coaching sessions and to accept responsibility for ensuring their child's safety
- Ensure that there is a current membership list or appropriate checklist is available at all activities they are responsible for
- Ensure that an appropriate first aid kit is on hand at all activities they are responsible for (coaches shall not attempt to treat injuries unless qualified to do so)
- Ensure that they record incidents that may have repercussions for the club, coach or player
- Ensure that whilst at coaching/ home fixtures and travelling to away fixtures etc. children will be kept under the closest supervision
- Ensure that they do not meet children away from the Rugby Club situation or meeting place without a parent or other adult being present.

Procedures to be followed where Abuse is disclosed or suspected

Create a safe environment by:

- Staying calm and not rushing into actions which may be inappropriate.
- Confirming you know how difficult it must have been to confide in you.
- Reassuring the child and stressing he/she is not to blame.
- Listening to and believing what the child says; show you are taking the matter seriously.
- Be honest and do not make promises you cannot keep. Explain you may have to tell other people in order to stop what is happening.

- Be clear about what the child says so that it can be passed on to child protection professionals. Keep questions to a minimum and avoid closed questions (i.e. ones that can be answered by a single word e.g. yes/no). Use open questions to encourage the child to use his/her own words. Do not lead the child, or suggest words or ideas on what may have happened.

Record:

- What the child has said to you, in a legible and accurate format, in the Incident Book.
- Facts and observations, not your opinion.
- The child's name, address, date of birth.
- The date and time of the incident
- Exactly what the child said and what you said
- Actions taken and contact with parents/agencies. Remember names, addresses and phone numbers.

Ensure:

- You date and sign the record.
- The Club Child Protection Co-ordinator witnesses the record.
- **You maintain confidentiality**; breaches of confidentiality can be very damaging to the child, family and any child protection investigations that take place.
- **You do not take sole responsibility**. Consult with the Club Child Protection Officer or another coach as soon as possible, so that you can begin to protect the child and gain support for yourself in a difficult situation.
- **You do not contact parents** if you consider the child to be a victim of sexual abuse or at increased risk.

Procedures to be followed by the Club where abuse is disclosed or suspected:

- The coach/concerned person shall conform to the Procedures to be followed by coaches where abuse is disclosed or suspected.
- The Club Child Protection Officer shall:
 - Consult the appropriate agencies: i.e.
 - Social Work Department (**01764 657510**)
 - Police (**01738 621141**)
 - Obtain the names and phone numbers of those consulted.
 - Follow the advice given by the appropriate agencies.

General

Coaches must be aware that they are not Childcare professionals and that the procedures set down are to be followed immediately they suspect abuse to have taken place. It is the role of the professional childcare protection agencies to investigate.

The Club encourages all coaches to attend 'Safeguarding & Protecting Children' or other basic child protection workshops.