

Saracens' Academy is committed to the welfare and safety of all children, both within the Academy and at the club as a whole. The Academy also realizes the importance of communication and works closely with parents, carers, school and local authorities to ensure that the wellbeing of all children is paramount.

1. Coaches and Managers involved in the Saracens Academy, acknowledge their responsibility to safeguard the welfare of all children involved.
2. The Saracens Academy Pathway confirms that it adheres to the Rugby Football Union Safeguarding Policy and procedures, practices and guidelines, and endorses and adopts the Policy Statement contained in that document and any successor policy.
3. Anyone under the ages of 18 engaged in any rugby union activity, is considered a minor/child. 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 well-being are protected. Obviously, this carries safeguarding concerns as they will be entering an adult provision and be susceptible to adult behaviours and language. The club will support the player(s) during this transition. Parents will be included and consent sought.
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, 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 with partnership with other organizations, statutory agencies, parents, carer, 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.
5. Coaches and Managers involved in the Saracens Academy Pathway recognise 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. Coaches and Managers involved in the Saracens Academy Pathway recognizes that this is the responsibility of everyone involved in the programme, in whatever capacity.
 6. Saracens Academy will implement and comply with the RFU code of Conduct and the Codes of Conduct for Coaches, Spectators and Officials as appropriate.
 7. Please see below the different safeguarding officers for the Saracens Counties and also for the EPDG level:
 - Essex DPP: Jo Rasor
rasorfamilly@gmail.com
07876 540100
 - Kent DPP: Owen Smith
kentrugbysafeguarding@gmail.com
07890 962072
 - Herts DPP: Tim Bonnett
07860 538823
trbonnett@me.com
 - EPDG: Amelea Lancaster
amelealancaster@saracens.net
07591 366728

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 relevant safeguarding officer. They will then inform the CB Safeguarding Manager and the RFU safeguarding team. If an incident involved any of the above safeguarding offices, on a DPP level you should inform

Andy Dawling (M: 07903 139190, E: andydawling@saracens.net), on a EPDG level, inform Mike Hynard (M: 07803 409280, E: mikehynard@saracens.net) who will then contact the RFU Safeguarding team.

8. All members of the Saracens Academy who work with children in Regulated Activity must have undertaken an RFU Disclosure and Barring Services (DSB) check in accordance with RFU Regulation 21.
9. Saracens Academy 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 DPP, EPDG, CB or 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
 - Humiliating children
 - Inappropriate or necessary 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'
 - Making sexually explicit comments or sharing sexually explicit material
10. The Saracens Academy, manages the changing facilities and arranges for them to be supervised by two DBS checked adults of the appropriate gender for the players using facilities. The Saracens Academy 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.
11. The Saracens Academy is committed to the safer recruitment of coaches:
 - All coaches will complete a volunteer recruitment form which will include an endorsement from their Coaching Coordinator or Youth Chair.
 - An initial meeting will be held for each age-groups to set out the expectations of the Saracens Academy Pathway

- All staff within the Saracens Academy will have a current RFU DBS
- All staff within the Saracens Academy will have attended a 'RFU Play it Safe' course within the last year.

12. Saracens Academy will ensure that its staff will receive the support and training considered appropriate to their position and role.

13. When children are being transported on behalf of the club they shall where possible, be accompanied by their manager or coach. Player will be transported by one member of coaching staff. This person will not be left alone with any players, with player travelling in groups of 2 or more. Players will only be transported with prior consent from their parents.

14. Any tours, overseas or domestic, undertaken by the Saracens staff must comply with the relevant RFU regulations and Guidance relating to tours.

Medical

1. The physio and medical department have a separate code of conduct for working with children and young people. This will be issued to a full-time, part-time and casual members of staff during their induction on their first day of employment. The Code of Conduct provides the medical and physio staff with the processes and procedures which need to be adhered to when working with children.
2. There will be occasions where medical treatment is necessary during evening training sessions and weekend fixtures and unfortunately due to staffing number, the club is unable to guarantee that two members of staff are present during treatment sessions.
3. All members of the medical department have a valid DBS and are required to complete the RFU Safeguarding Children awareness workshop and internal Safer Working Practice training. The club is fully committed to equal opportunities for all individuals and, as such, the club employs both male and female staff to work within the medical department.

Defining Abuse:

Abuse and bullying can occur in a wide number of settings; therefore it is important to be aware of the signs, indicators and types. There are 4 types of abuse: Neglect, Physical Abuse, Sexual Abuse, Emotional Abuse.

<p style="text-align: center;">Neglect</p> <p>The persistent failure to meet a child's essential needs for food warmth and care, both physical and emotional.</p> <p><u>In rugby:</u></p> <ul style="list-style-type: none"> • Young players being left on their own without supervision • A young player is exposed to unnecessary heat or cold • A young player is not provided with necessary fluids for re-hydration • A young player is exposed to an unacceptable risk of injury 	<p style="text-align: center;">Physical Abuse</p> <p>This occurs when individuals including other children, deliberately inflict injuries on a child, or knowingly to not prevent such injuries.</p> <p>Included actions: hitting, shaking, squeezing, biting, or excessive force, also allowing or failing to supervise children to have inappropriate access to substances i.e. alcohol or drugs.</p> <p><u>In rugby:</u></p> <ul style="list-style-type: none"> • Young players exposed to exercise/training which disregards the capacity of the players immature and growing body. • Young players are exposed to over-playing/over-training or fatigue • Exposure and access to young players, of any substances i.e. alcohol below the legal age and/or prohibited drugs (including performance enhancing drugs)
<p style="text-align: center;">Sexual Abuse</p> <p>Young persons can be abused by adults or children (both male or female). This may include encouraging or forcing a child to take part in sexual activity or grooming a child in preparation for abuse (this could be in person or via the internet).</p> <p><u>In rugby:</u></p> <ul style="list-style-type: none"> • An adult uses context of a training session to touch young players inappropriately 	<p style="text-align: center;">Emotional Abuse</p> <p>This occurs when individuals persistently fail to show children due care with regard to their emotional welfare, when constantly shouted at, threatened or taunted or subject to sarcasm and unrealistic pressures. Name calling, or racial abuse falls into this category.</p> <p>Over protection, prevention from socialization or bullying to perform to high expectations may also be considered emotional abuse.</p>

<ul style="list-style-type: none"> • Coaches, managers or volunteers use their position of power and authority to coerce or groom young players into a sexual relationship • Coaches or managers imply better progression of players in return for sexual favors. 	<p>In rugby:</p> <ul style="list-style-type: none"> • Provide repeated negative feedback (verbally or electronically) • Frequent ignore a young players efforts and progress • Demand performance levels above the young players capacity • Over-emphasize the 'winning ethic'
<p style="text-align: center;">Bullying</p> <p>This is not always easy to define, and will not always be an adult abusing a child, in most cases this is another child. Bullying is a use of aggression with the intention of hurting another person. It results in pain and discomfort for the victim. Bullying can be verbal, physical or emotional.</p> <p><u>In Rugby:</u></p> <ul style="list-style-type: none"> • Coach adopts a win at all costs philosophy • A player intimidates others • An official is over-officious 	

Important things to remember:

- Treat everyone with respect and set a positive example for others
- Respect personal space and privacy
- Make every effort to ensure another adult is present or within visual or hearing proximity of any activity or interaction with a child/young person or vulnerable adult
- Ensure any actions cannot be misinterpreted by anyone else
- Always challenge unacceptable behaviour
- Never put a child/young person, vulnerable person or yourself in a dangerous or comprising situation
- Never have inappropriate physical or verbal contact with others. If you are unsure, don't take the chance – seek advice
- Never keep allegations or suspected abuse a secret

Remember the 4 R's of safeguarding:

Recognise
Respond

Refer
Record

What to do if:

YOU SUSPECT ABUSE...

- Do you have concerns about a child/young person's or vulnerable adult's immediate welfare? This could be from signs of physical, emotional, sexual abuse, or neglect
- Do not delay, but consult in the relevant safeguarding officer immediately
- If appropriate after consultation with the above, RFU safeguarding team, Police, Social Services, or any other relevant contact

DO	DO NOT
<ul style="list-style-type: none">• Stay calm• Reassure the child• Listen sympathetically• Keep questions to a minimum• Ensure you clearly understand what the child has said• Consult with the club safeguarding officer• Maintain confidentiality• Ensure the safety of the child	<ul style="list-style-type: none">• Panic• Make promises you can not keep• Make the child repeat the story unnecessarily• Delay• Speculate or make assumptions• Approach the alleged abuser• Take sole responsibility

AN ALLEGATION IS MADE ABOUT ANOTHER PERSON, OR YOURSELF...

- Report it immediately to the club Safeguarding Officer
- Only share with those who need to know

A CHILD/YOUNG PERSON OR VULNERABLE ADULT WISHES TO DISCLOSE THEY HAVE BEEN ABUSED...

- Listen, keep listening and ensure you do not question or investigate
- Do **not** promise confidentiality – tell them that the information will need to be shared

- Assure the person that they are **not** to blame
- Inform the person what you are going to do and that they will be told what happens
- Make full notes and record dates, times and events. These should be signed and you should keep a copy
- Report it immediately to your line manager
- Report it immediately to the club Safeguarding Officer
- Only share with those who need to know

Important contacts:

- Essex DPP: Jo Rasor
rasorfamily@gmail.com
07876 540100
- Kent DPP: Owen Smith
kentrugbysafeguarding@gmail.com
07890 962072
- Herts DPP: Tim Bonnett
trbonnett@me.com
07860 538823
- EPDG: Amelea Lancaster
amelealancaster@saracens.net
07591 366728
- Academy DPP Coach and Academy Coach Development Officer:
Andy Dawling
andydawling@saracens.net
07903 139190
- Academy Manager: Mike Hynard
mikehynard@saracens.net
07803 409280
- **National RFU Safeguarding Advice line:** 0208 831 6655.
- **NSPCC:** 0808 800 5000 (24 hours)
- **CHILDLINE:** 0800 1111
- **Police:** 999 (emergency)
101 (non-emergency)



Safeguarding Referral Form

Date of referral		Crib Notes
Date of incident		If your concern relates to a number of incidents, or concerns which have come to light over a period of time, then please specify
Referrer details		Name/Club/Role of person submitting this form. Do not assume we know who you are
Who is this report about?		<p>It may relate to a child whose welfare you are worried about or an adult whose behaviour concerns you. Please specify which & include as much personal information as you can (name, address, DOB, RFU id, school etc).</p> <p>Please also specify their role at the club (player/lead coach/treasurer/barman etc)</p> <p>If your concern relates to more than one person, please be specific about who they are and whether they have specific needs such as any disabilities, special educational needs or</p>

Please send this form to rmg@therfu.com and inform your Club Safeguarding Officer of this referral. If you wish to discuss the referral in advance of submitting it, please speak to your Safeguarding Officer, CB Safeguarding Manager, or call the RFU Safeguarding Team on 020 8831 7480 or 020 8831 7479



Safeguarding Referral Form

		<p>additional vulnerabilities. Continue on a separate sheet if necessary.</p>
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Child's family	Mother:		<p>If your concern involves children please supply name and contact details for the child's family and details of which parent the child lives with. Always include RFU id if they have one.</p>
	Father:		
	Carer/Guardian:		
	Siblings:		

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<p>Are the child's family aware of these concerns?</p>		<p>You should tell us whether the club has spoken to the child's family about your concerns and whether they expressed a view about what should be done. Do they consent to you sharing this information for the purposes of safeguarding their child?</p>
<p>How do you know about the concerns you are reporting?</p>		<p>You might have directly witnessed something which has concerned you, or someone else may have told you about it. If so please state who and describe in detail in your own words how you have come into this information</p>

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Safeguarding Referral Form

Details of your concerns

When a concern is raised, you should not immediately embark upon an internal investigation.

This means that in the initial stages, there is no need to gather statements or interview anyone.

However, you will need to establish and gather sufficient information to enable us to understand the nature of your concern. As a rule of thumb, you should be able to tell us the following information:

1. What has happened
2. Where did it happen
3. When did it happen
4. Who is involved, and who did what
5. Why did it happen

Try to report in a chronological order.

If your information has come to you from a number of individuals, please be clear about who said what. Please also detail any previous concerns about the person you are referring to.

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<p>Has the club taken any action to manage this incident?</p>		<p>Include things such as: Did you call Police or Social Services? Who have you have spoken to about this matter; whether you have suspended an adult in relation to the concerns; anything else you think might be relevant.</p>
<p>Are there any witnesses who could give any information about your concerns?</p>		<p>Please give details of anyone who might have witnessed anything relevant. Include their name, RFU id, contact details and information about who they are.</p>

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Are you aware of any other evidence which supports your concerns?

This might include photographs or video footage. Or you may be aware that an injured person has seen a doctor or been to hospital to seek medical help.

You can use this box to tell us about any other information which you think might be relevant

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