



Ealing Football Club (Rugby Union)

Child Protection Policy

Introduction

All sporting organisations which make provision for children and young people must ensure that:

- the welfare of the child is paramount
- all children, whatever their age, culture, disability, gender, language, racial origin, religious beliefs and/or sexual identity have the right to protection from abuse
- all suspicions and allegations of abuse and poor practice will be taken seriously and responded to swiftly and appropriately
- all staff (paid/unpaid) working in sport have a responsibility to report concerns to the appropriate officer.

Staff/volunteers are not trained to deal with situations of abuse or to decide if abuse has occurred.

Policy statement/aims

Ealing Football Club (EFC) has a duty of care to safeguard all children involved in EFC from harm. All children have a right to protection, and the needs of disabled children and others who may be particularly vulnerable must be taken into account. EFC will ensure the safety and protection of all children involved in EFC through adherence to the Child Protection guidelines adopted by the Executive Committee of EFC.

A child is defined as a person under the age of 18 (The Children Act 1989).

Policy aims:

The aim of the EFC Child Protection Policy is to promote good practice:

- providing children and young people with appropriate safety and protection whilst in the care of EFC
- allow all staff /volunteers to make informed and confident responses to specific child protection issues.

This policy has been informed by best practice guidance from the RFU, Sports Council (England) and Middlesex Rugby Association

<http://www.rfu.com/managingrugby/safeguardingchildren>

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Promoting good practice

Child abuse, particularly sexual abuse, can arouse strong emotions in those facing such a situation. It is important to understand these feelings and not allow them to interfere with your judgement about the appropriate action to take.

Abuse can occur within many situations including the home, school and the sporting environment. Some individuals will actively seek employment or voluntary work with young people in order to harm them. A coach, instructor, teacher, official or volunteer will have regular contact with young people and be an important link in identifying cases where they need protection. All suspicious cases of poor practice should be reported following the guidelines in this document.

When a child enters EFC having been subjected to child abuse outside the sporting environment, rugby can play a crucial role in improving the child's self-esteem. In such instances the club Child Protection Officer will work with the appropriate agencies to ensure the child receives the required support when the background is known and agencies share with EFC.

Good practice guidelines

All EFC staff and volunteers should be encouraged to demonstrate exemplary behaviour in order to promote children's welfare and reduce the likelihood of allegations being made. The following are common sense examples of how to create a positive culture and climate.

Good practice means:

- Always working in an open environment (e.g. avoiding private or unobserved situations and encouraging open communication with no secrets).
- Treating all young people equally, and with respect and dignity.
- Always putting the welfare of each young person first, before winning or achieving goals.
- Maintaining a safe and appropriate distance with players (e.g. it is not appropriate for staff or volunteers to have an intimate relationship with a child or to share a room with them).
- Building balanced relationships based on mutual trust that empowers children to share in the decision-making process.
- Making rugby fun, enjoyable and promoting fair play.
- Ensuring that if any form of manual/physical support is required, it should be provided openly and according to guidelines provided by the Coach Education Programme. Care is needed, as it is difficult to maintain hand positions when the child is constantly moving. Young people and their parents should always be consulted and their agreement gained.
- Keeping up to date with technical skills, qualifications and insurance in rugby.
- Involving parents/carers wherever possible. For example, encouraging them to transport to fixtures and rely on EFC volunteers for this task. If groups have to be supervised in the changing rooms, always ensure coaches or officials work in pairs.
- Ensuring that at tournaments or residential events, adults should not enter children's rooms or invite children into their rooms.
- Being an excellent role model - this includes not smoking, swearing or drinking alcohol to excess in the company of young people.
- Giving enthusiastic and constructive feedback rather than negative criticism.
- Recognising the developmental needs and capacity of young people - avoiding excessive training or competition and not pushing them against their will.
- Securing parental consent to act in loco parentis, if the need arises to administer emergency first aid and/or other medical treatment.

- Keeping a written record of any injury that occurs, along with the details of any treatment given when hospital admission is required (not visit to Accident & Emergency) in accordance with the EFC First Aid guidelines.
- Requesting parental consent if club officials are required to transport young people in their care.

Practices to be

avoided:

The following should be avoided except in emergencies. If cases arise where these situations are unavoidable it should be with the full knowledge and consent of someone in charge in the club or the child's parents. For example, a child sustains an injury and needs to go to hospital, or a parent fails to arrive to pick a child up at the end of a session:

- avoid spending time alone with children away from others
- avoid taking or dropping off a child to an event or activity alone.

Practices never to be sanctioned:

The following should never be sanctioned. You should never:

- engage in rough, physical or sexually provocative games, including horseplay
- share a room with a child
- allow or engage in any form of inappropriate touching
- allow children to use inappropriate language unchallenged
- make sexually suggestive comments to or around a child, even in fun
- reduce a child to tears as a form of control
- fail to act upon and record any allegations made by a child
- do things of a personal nature for children that they can do for themselves
- invite or allow children to stay with you at your home unsupervised.
- Engage with children using Social Media (Facebook, BBM etc.)
- Child players within the Mini Section must never be left without parents accompanying them at training and matches unless a named adult in loco parentis is identified to the age group Manager at the start.

N.B. It may sometimes be necessary for staff or volunteers to do things of a personal nature for children, particularly if they are young or are disabled. These tasks should only be carried out with the full understanding and consent of parents and the players involved. There is a need to be responsive to a person's reactions. If a person is fully dependent on you, talk with him/her about what you are doing and give choices where possible. This is particularly so if you are involved in any dressing or undressing of outer clothing, or where there is physical contact, lifting or assisting a child to carry out particular activities. Avoid taking on the responsibility for tasks for which you are not appropriately trained.

Incidents that must be reported/recorded:

If any of the following occur you should report this immediately to the appropriate officer and record the incident. You should also ensure the parents of the child are informed:

- if you accidentally hurt a player
- if he/she seems distressed in any manner
- if a player appears to be sexually aroused by your actions
- if a player misunderstands or misinterprets something you have done.

Use of photographic/filming equipment at sporting events

There is evidence that some people have used sporting events as an opportunity to take inappropriate photographs or film footage of young and disabled sportspeople in vulnerable positions. All clubs should be vigilant and any concerns should be reported to the Club Child Protection Officer. There is no intention to prevent club coaches using video equipment as a legitimate coaching aid. However, players and their parents/carers should be made aware that this is part of the coaching programme and their consent obtained, and such films should be stored safely.

This should be referenced in EFC membership documentation.

Recruitment and training of staff and volunteers

EFC recognises that anyone may have the potential to abuse children in some way and that all reasonable steps are taken to ensure unsuitable people are prevented from working with children. Preselection checks must include the following:

- All volunteers/staff should complete an application form. The application form will elicit information about an applicant's past and a self-disclosure about any criminal record.
- Consent should be obtained from an applicant to seek information from the Disclosure and Barring Service (DBS).
- Two confidential references, including one regarding previous work with children. These references must be taken up and confirmed through telephone contact.
- Evidence of identity (passport or driving licence with photo).

Interview and induction

All employees (and volunteers) will be required to undergo an interview carried out to acceptable protocol and recommendations. All employees and volunteers should receive an induction, during which:

- A check should be made that the application form has been completed in full (including sections on criminal records and self-disclosures).
- Their qualifications should be substantiated.
- The job requirements and responsibilities should be clarified.
- Child protection procedures are explained and training needs are identified.
- They should sign up to the organisation's Code of Ethics and Conduct and Child Protection policy.

Training

In addition to preselection checks, the safeguarding process includes training after recruitment to help staff and volunteers to:

- Analyse their own practice against established good practice, and to ensure their practice is not likely to result in allegations being made.
- Recognise their responsibilities and report any concerns about suspected poor practice or possible abuse.
- Respond to concerns expressed by a child or young person.
- Work safely effectively with children.

EFC requires:

- Coaching staff to attend a 2-hour good practice and child protection awareness-training workshop, to ensure their practice is exemplary and to facilitate the development of a positive culture towards good practice and child protection. This training will be available once per season (2 sessions available) and should be renewed 3 yearly.
- Non-coaching staff and volunteers to complete awareness training on child protection.
- Relevant personnel to receive advisory information outlining good practice and informing them about what to do if they have concerns about the behaviour of an adult towards a young person.
- Relevant personnel to gain a recognised first aid training (where necessary).
- Attend update training when necessary. Information about meeting training needs can be obtained from EFC, RFU, Sports Coach UK, the NSPCC, and the Sports Council
- All records will be stored in accordance with the relevant Data Protection legislation.

Responding to allegations or suspicions

It is not the responsibility of anyone working in EFC, in a paid or unpaid capacity to decide whether or not child abuse has taken place. However there is a responsibility to act on any concerns by reporting these to the appropriate officer or the appropriate authorities.

EFC will assure all staff/volunteers that it will fully support and protect anyone, who in good faith reports his or her concern that a colleague is, or may be, abusing a child.

Where there is a complaint against a member of staff there may be three types of investigation:

- a criminal investigation
- a child protection investigation
- a disciplinary or misconduct investigation.

The results of the police and child protection investigation may well influence and inform the club disciplinary investigation, but all available information will be used to reach a decision.

Reporting concerns about poor practice

If, following consideration, the allegation is clearly about poor practice the designated EFC Child Protection Officer will deal with it as a misconduct issue.

If the allegation is about poor practice by the EFC Child Protection Officer, or if the matter has been handled inadequately and concerns remain, it should be reported to the Club Chairman who will decide how to deal with the allegation and whether or not to initiate disciplinary proceedings.

Reporting concerns about suspected abuse

Any suspicion that a child has been abused by either a member of staff or a volunteer should be reported to the EFC Child Protection Officer, who will take such steps as considered necessary to ensure the safety of the child in question and any other child who may be at risk. The EFC Child Protection Officer will refer the allegation to Ealing social services department who may involve the police and will inform the EFC Executive Committee.

The parents or carers of the child will be contacted as soon as possible following advice from Ealing social services department.

The EFC Child Protection Officer should also notify the RFU Child Protection Officer currently Richard Smallbone 07894 489792 who will deal with any media enquiries. Middlesex Rugby has a Safeguarding Manager who will also be informed along with the RFU - currently Gerald Davies 07956 451312.

If the EFC Child Protection Officer is the subject of the suspicion/allegation, the report must be made to the RFU Child Protection Officer who will refer the allegation to Ealing social services.

Further guidance

- If you are concerned about a child and unable to contact the designated person at EFC, please call the [NSPCC](https://www.nspcc.org.uk) on 0808 800 5000.

Confidentiality

Every effort should be made to ensure that confidentiality is maintained for all concerned.

Information should be handled and disseminated on a need to know basis only. This includes the following people:

- the EFC Child Protection Officer
- the parents of the person who is alleged to have been abused
- the person making the allegation
- Ealing social services/police
- RFU Child Protection Officer

Information should be stored in a secure place with limited access to designated people, in line with data protection laws (e.g. that information is accurate, regularly updated, relevant and secure).

Enquiries and further action

Internal enquiries and possible suspension

The EFC Child Protection Officer will make an immediate decision about whether any individual accused of abuse should be temporarily suspended pending further police and social services inquiries.

Irrespective of the findings of the Ealing social services or police inquiries the EFC Disciplinary Committee will assess all individual cases to decide whether a member of staff or volunteer can be reinstated and how this can be sensitively handled.

This may be a difficult decision; particularly where there is insufficient evidence to uphold any action by the police. In such cases, the EFC Disciplinary Committee must reach a decision based upon the available information which could suggest that on a balance of probability, it is more likely than not that the allegation is true. The welfare of the child should remain of paramount importance throughout.

Support to deal with the aftermath of abuse

Consideration should be given to the kind of support that children, parents and members of staff or volunteers may need. Use of help lines, support groups and open meetings will maintain an open culture and help the healing process.

The British Association for Counselling Directory is available from The British Association for Counselling, 1 Regent Place, Rugby CV21 2PJ, Tel: 01788 550899, Fax: 01788 562189, E-mail: bac@bacp.co.uk, Internet: www.bacp.co.uk.

Consideration should be given to what kind of support may be appropriate for the alleged perpetrator.

Allegations of previous abuse

Allegations of abuse may be made some time after the event (e.g. by an adult who was abused as a child or by a member of staff or volunteer who is still currently working with children).

Where such an allegation is made, EFC should follow the procedures as detailed above and report the matter to Ealing social services or the police. This is because other children, either within or outside rugby, may be at risk from this person. Anyone who has a previous criminal conviction for offences related to abuse is automatically excluded from working with children. This is reinforced by the details of the Protection of Children Act 1999.

All and any concerns or allegations can be shared with the RFU Safeguarding team at Twickenham directly or through the Middlesex representative at any time.

Bullying

Every child has the right to experience rugby in a safe environment free from abuse and bullying from peers and adults.

EFC Management Committee, staff and volunteers play an important role in creating a positive club ethos that challenges bullying by empowering young people to understand the impact of bullying, how best to deal with it and agree standards of behaviour. Key for EFC is to support players who have been 'dropped' in terms of squad selection, with their self-esteem and teasing from peers.

Reporting concerns outside the immediate rugby environment

Report your concerns to EFC Child Protection Officer, who should contact Ealing social services or the police as soon as possible.

If the EFC Child Protection Officer is not available, the person being told of or discovering the abuse should contact Ealing social services or the police immediately.

Ealing Social Services and the EFC Child Protection Officer will decide how to involve the parents/carers.

Maintain confidentiality on a **need to know** basis only.

Providing information to police or social services

Information about suspected abuse must be accurate and a detailed record should always be made at the time of the disclosure/concern. It should include the following:

- The child's name, age and date of birth of the child.
- The child's home address and telephone number.
- Whether or not the person making the report is expressing their own concerns or those of someone else.
- The nature of the allegation. Include dates, times, any special factors and other relevant information.
- Make a clear distinction between what is fact, opinion or hearsay.
- A description of any visible bruising or other injuries that cannot be explained by the inevitable marks on a rugby player. Also any indirect signs, such as behavioural changes.
- Details of witnesses to the incidents.
- The child's account, if it can be given, of what has happened
- Have the parents been contacted?
- If so what has been said?
- Has anyone else been consulted? If so record details.
- If the child was not the person who reported the incident, has the child been spoken to? If so what was said?
- Has anyone been alleged to be the abuser? Record details.

Where possible referral to Ealing police or social services should be confirmed in writing within 24 hours and the name of the contact that took the referral should be recorded.

Additional consideration

- No team can tour in the name of EFC without the Executive Committee approval and adherence to RFU tour policy.
- Staff and volunteers should refresh their Child Protection briefing hosted by EFC and their DBS check 3 yearly.
- The EFC Child Protection Officer will ensure their own relevant learning is current and submit an annual status report to the Executive Committee.
- Cars parked outside the proscribed parking bays at Trailfinders Vallis Way may be moved and the owners sanctioned to allow for guaranteed access for ambulances.
- First Aiders will be trained, equipped and DBS checked through the First Aid Co-ordinator - currently Karen Marwood Jones.
- DBS checks will be delivered through the Membership Secretary - currently Tim Dinsley.
- EFC adopts the RFU Age Grade rugby and Adult:Child ratio guidelines as stated in the RFU child protection policy <http://www.rfu.com/managingrugby/safeguardingchildren>
- EFC has no responsibility for out of season rugby activities that the Executive Committee has not approved.
- The Fixtures Secretary is mindful of gender differentiated changing facility requirements.

Responsibilities within EFC

Chairman of the Executive Committee

Mike Stiff

Child Protection Officer

Debbie Bell (07947 635655)

DBS Officer (Membership Secretary)

Tim Dinsley

First Aid Coordinator

Karen Marwood Jones

Michael Stiff - Chairman

Adopted by the EFC Executive Committee December 2012
Due for revision annually after the date of adoption

*updated and agreed
Dec 2014
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