

## **Referee Society Safeguarding Policy**

### **DORSET & WILTS SOCIETY OF RUGBY UNION REFEREES (D&WSRUR)**

#### **Safeguarding Policy**

1. D&WSRUR acknowledges its responsibility to safeguard the welfare of all children and vulnerable adults involved in D&WSRUR from harm.
2. D&WSRUR confirms that it adheres to the Rugby Football Union's Safeguarding Policy and the procedures, practices and guidelines and endorses and adopts the Policy Statement contained in that document and any successor policy.
3. A child is anyone under the age of 18 engaged in any rugby union activity.
4. A vulnerable adult is a person over the age of 18 who has a disability whether that is physical, mental or the combination of both.
5. The Key Principles of the RFU Safeguarding Policy are that:
  - The welfare of the child or vulnerable adult 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 harm.
  - All allegations or suspicions of harm and poor practice will be taken seriously and responded to swiftly, fairly and appropriately.
  - Everyone will work in partnership to promote the welfare, health and development of children and vulnerable adults
  - Children and vulnerable adults have a right to expect support, and personal and social development delivered by an appropriately recruited and vetted person 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.
6. D&WSRUR recognises that all children and vulnerable adults have the right to participate in sport in a safe, positive and enjoyable environment whilst at the same time being protected from harm. D&WSRUR recognises that this is the responsibility of everyone involved, in whatever capacity.
7. D&WSRUR will uphold and promote the RFU Core Values and will ensure as far as it is able that spectators, parents, members and officials are all aware of and adhere to the RFU Codes of Conduct for Coaches, Spectators and Officials as appropriate. The Society will,

where it is able, also ensure that the RFU Safeguarding Toolkit is followed including the Cyber-Guidance and the Photographic Images guidance.

8. The Society Safeguarding Officer is the Society Honorary Secretary. If you witness or are aware of an incident where the welfare of a child or vulnerable adult has been put at risk you must, in the first instance, inform the Society Safeguarding Officer; the Society will then inform the CB Safeguarding Manager and/or the RFU Safeguarding Team as appropriate. If an incident involves the Society Safeguarding Officer the Society Chairman should be informed.
9. All members of D&WSRUR who work with children or vulnerable adults in Regulated Activity must undertake an RFU Disclosure and Barring Service (DBS) check in accordance with RFU Regulation 21.
10. D&WSRUR recognise that they are providing a service that can involve children or vulnerable adults and that all adults working with children whether in a voluntary capacity or otherwise should:
  - understand the responsibilities which are part of their role, and be aware that consequences will result if these provisions are breached;
  - always act, and be seen to act, in the child or vulnerable adult's best interests;
  - avoid any conduct which would lead any reasonable person to question their motivation and intentions; and
  - take responsibility for their own actions and behaviour.
11. D&WSRUR will ensure that all its members will comply with the Best Practice Guidance issued by the RFU. In summary, the following are **NOT** acceptable and will be treated seriously by the Society and may result in disciplinary action being taken by the Society or the RFU:
  - Working alone with a child or vulnerable adult.
  - Consuming alcohol whilst responsible for children and vulnerable adult's
  - Providing alcohol to children or allowing its supply.
  - Humiliating children or vulnerable adults.
  - Inappropriate or unnecessary physical contact with a child or vulnerable adult.
  - Adults participating in, or allowing, contact or physical games with children or vulnerable adult's.
  - Having an intimate or sexual relationship with any child or vulnerable adult, developed as a result of being in a 'position of trust.'
  - Making sexually explicit comments or sharing sexually explicit material.

12. D&WSRUR will encourage Clubs to provide suitable match official changing facilities. D&WSRUR will ensure that all its officials are aware that adults must not change at the same time, using the same facilities as children or vulnerable adults.

13. D&WSRUR will ensure that its coaches, mentors and Advisors 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 Society members.

Signed .....

Date .....