

## Kent Society of Rugby Football Union Referees (KSRFUR)

### Safeguarding Policy

1. KSRFUR acknowledges its responsibility to safeguard the welfare of all children and vulnerable adults involved with the Society from harm.
2. KSRFUR confirms that it adheres to the Rugby Football Union's Safeguarding Policy and endorses and adopts the Policy Statement contained in that document and any successor policy.
3. For the purposes of this Policy a child is defined as anyone under the age of 18. This includes 17 year olds playing in the adult game. This also includes any match official under the age of 18 years.
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 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 appropriately recruited, vetted and managed individuals in relation to their participation in Society activity.
5. KSRFUR 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. KSRFUR recognises that this is the responsibility of everyone involved, in whatever capacity, in the Society.
6. KSRFUR will implement and comply with the RFU Code of Conduct.

7. KSRFUR Safeguarding Officer contact details can be found on our website. If you witness or are aware of an incident where the welfare of a child involved in Society activity, either as a volunteer or in an officiating capacity, has been put at risk you must, in the first instance, inform the Society Safeguarding Officer. They will then inform the CB Safeguarding Manager and the RFU Safeguarding Team. If an incident involves the Society Safeguarding Officer you should inform the KSRFUR Compliance Officer, Bill Hobba 07583198549 and either the CB Safeguarding Manager (Kent RFU) or, if unavailable, the RFU Safeguarding Team. Their contact details are available on the relevant websites.
8. All members of KSRFUR who work with children in a Regulated Activity must undertake an RFU Disclosure and Barring Service (DBS) check in accordance with RFU Regulation 21.
9. KSRFUR will ensure that all its members, whether they are coaches, committee members, match observers or fellow officials will comply with the Best Practice Guidance as issued by the RFU. In summary, the following are NOT acceptable, but not limited to, and will be treated seriously by the Society and may result in disciplinary action being taken by the Society, the CB or the RFU:
  - Working or traveling 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 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 as a result of being in a 'position of trust.'
  - Making sexually explicit comments or sharing sexually explicit material.
11. KSRFUR will ensure that all clubs where child society members are officiating are made aware that adults must not change at the same time, using the same facilities as children and of the obligations of those on the pitch to ensure the child's welfare and safety. KSRFUR will ensure that children officiating the adult game will be appropriately supervised.
12. Any player, coach or spectator who verbally or physically abuses a child match official may be subject to Safeguarding as well as Disciplinary procedures.

**13.** KSRFUR will ensure that its coaches, mentors and match advisors will receive the support and training considered appropriate to their position and role.

*This must be adopted in accordance with the Society's constitution.*