

THE LAMBS

Play Fast and Free

Updated Jan 2022
Chairman

The Lambs RFC

PRESIDENT Mr. Roger Uttley, OBE CHAIRMAN Mr. Christopher Terry

The Lambs Child Protection Policy

This child protection policy is in place, as it is accepted that it is the responsibility of every adult involved with The Lambs RFC to ensure children enjoy rugby union in a safe environment.

Therefore, the LAMBS RFC has a responsibility:

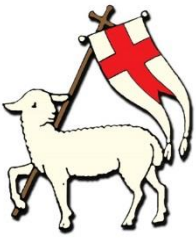
- To safeguard and promote the interests and wellbeing of children and young people who play rugby.
- To take all reasonable practical steps to protect children and young people from harm, discrimination, or degrading treatment.
- To respect children and young people's rights, wishes and feelings.
- To ensure that all adults are aware of their responsibilities when working with children and young people, and that their CRB is in date and of the right level.

The child protection procedures will:

- Offer safeguards to the children and young people with whom we work and to our members of staff and coaches.
- Help maintain the professionalism and the safeguards of good practice which are associated with the RFU

In order for the child protection policy to be effective, codes of practice are in force for the following groups of people:

- The Child Protection Officer. (**Director of Rugby**)
- The Coaches
Helpers/carers
- Players
- Parents and supporters



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Principle Statement

The young player's welfare is paramount.

- All young players whatever their age, culture, disability, language, racial origin, religious belief and or sexual identity have the right to protection from abuse.
- Any suspicions and /or allegations of abuse are taken seriously, responded to swiftly and appropriately.
- Anyone under the age of 18 years is considered a child for the purposes of this document.
- The LAMBS RFC will appoint a child protection officer each season who shall be responsible for the implementation, monitoring and enforcement of the child protection policy.
- The LAMBS RFC will also appoint each season a member from each Year group (U16, U18 and girls) who shall assist the protection officer.

Day to day Responsibilities

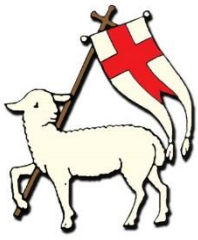
Through their day-to-day contact with young players and direct work with families all staff have a responsibility to:

- Identify concerns early to prevent them from escalating
- Provide a safe environment in which children can play rugby and develop their skills
- Identify children and young people who may benefit from early help
- Know what to do if a child/young person tells them he/she is being abused or neglected
- Follow the referral process if they have a concern

Staff should ensure children know that there are adults whom they can approach if they are worried or in difficulty and their concerns will be taken seriously and acted upon as appropriate

Every member of staff should know:

- the name of the designated person/s and their role
- how to identify the signs of abuse and neglect
- how to pass on and record concerns about a player
- that they have an individual responsibility to be alert to the signs and indicators of abuse and for referring child protection concerns to the Director of Rugby



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- that they have a responsibility to provide a safe environment in which the children and young people can develop their rugby playing skills
- All staff members should undergo safeguarding and child protection training at induction. The training should be regularly updated. In addition, all staff members should receive regular safeguarding and child protection updates as required but at least annually
- All staff, paid and unpaid, must recognise their duty and feel able to raise concerns about poor or unsafe practice in regard to children and young people and that such concerns are addressed sensitively and effectively in a timely manner in accordance with agreed whistle-blowing policies

Procedure for Reporting Incidents

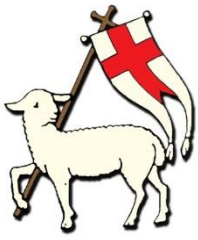
Where anyone has concern about the behaviour of a member of the LAMBS RFC or any other person the following action will be taken:

- The incident shall be reported to the Child protection officer (**Director of Rugby**) or his/her deputies.
- The said person must ensure the safety of the child or children immediately.
- If the incident relates to poor practice, the child protection officer will deal with it as an internal club issue.
- If the concerns remain, then the matter is to be referred to professional staff (RFU Safeguarding Children) staff for a decision on how to handle the issue.
- If it appears that the concerns relate to an unlawful act the concern will be reported to the RFU Safeguarding team as soon as possible.

Record Keeping

The Lambs staff will:

- Keep clear, detailed, accurate, written records of concerns about children (noting the date, event and action taken), even where there is no need to refer the matter to Social Care immediately (**Governance and Admin Manager**)
- Ensure all records are kept securely, separate from the main player file, and in a locked location



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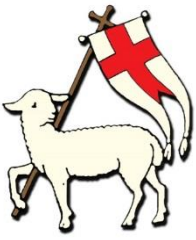
- Ensure all relevant child protection records are sent to the receiving team or establishment when a player moves.
- Make parents aware that such records exist except where to do so would place the child at risk of harm.
- All actions and decisions will be led by what is considered to be in the best interests of the child.

Confidentiality and information sharing:

- Child protection information will be stored and handled in line with the Data Protection Act 1998 principles. The Data Protection Act does not prevent staff from sharing information with relevant agencies, where that information may help to protect a child.
- Child protection records are subject to the provisions of the Data Protection Act, 1998. This means that a parent, or young person of sufficient age and understanding, may make a request to see the child protection record. If any member of staff receives a request from a player or parents to see child protection requests, they will refer the request to the Designated Safeguarding Lead.
- The Designated Safeguarding Lead will take advice from the director of rugby and together a decision will be made about what information to share. This decision will consider the balance between the potential risk to the child and the principle of working openly and honestly with parents.

The Lambs staff will:

- Ensure confidentiality protocols are adhered to and information is shared appropriately. If in any doubt about confidentiality, staff will seek advice from the director of rugby.
- Ensure that the Designated Safeguarding Lead will only disclose any information about a pupil to other members of staff on a 'need to know' basis, including Domestic Violence notifications
- Make all staff aware that they have a professional responsibility to share information with other agencies in order to safeguard children
- Ensure staff are clear with children that they cannot promise to keep secrets



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Child protection officer and the RFU Safeguarding Team

LAMBS RFC Child protection Officer – Alex Laybourne – a.laybourne@hotmail.com T: 07746 792378

RFU Safeguarding Team

Please see RFU website for details: <https://www.englandrugby.com/governance/safeguarding/rfu-safeguarding-team>

Or, Child Protection in Sport Unit T: 0116 234 7278 www.thecpsu.org.uk or
for Adults NSPCC Helpline T: 0808 800 5000 www.nspcc.org.uk (for adults - 24hrs)

If the concern relates to the person in charge, the safety of the child must firstly be ensured and then the matter reported to the **Lambs Chairman Chris Terry** in the first instance. If the concern is urgent then the concern should be directed to third party professional staff (RFU Safeguarding Team).

In the case of suspected unlawful acts as well as the above procedures, the matter is to be referred to the police and or social services.

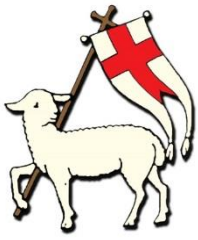
Once these procedures have been complied with then all assistance is to be given to the relevant authorities. The handling of the matter from this point on will be dealt with by the RFU.

In all cases a written record will be kept of the allegation, the investigation and the outcome. This record will be kept confidential.

Note:

Some incidents may be of such a serious nature that there is no alternative but to inform the police immediately. Once this has been done, then revert to above procedure.

Please refer to the RFU safeguarding link for further information: (see reference section)



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References:

http://www.englandrugby.com/mm/Document/Governance/Safeguarding/01/30/34/50/rfuSafeguardingPolicy2014_Neutral.pdf

“Information sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers”,

Keeping Children Safe in Education