

# **SAFEGUARDING CHILDREN POLICY**

For

## **Rugby All-Stars**

### **Introduction**

RUGBY ALL-STARS is a company run for the following purpose:

Extra curricular sport sessions/Holiday camps/In-School Sessions/ Specialised Coaching

The company is based at:

NG7 6LL

62 Birrell road, Nottingham

Forest Fields

Company Number: 13942281

The Company has adopted this safeguarding children policy and expects every adult working or helping at Rugby all-stars to support it and comply with it. Consequently, this policy shall apply to all staff, managers, trustees, directors, volunteers, students or anyone working on behalf of the company.

### **Purpose of the Policy**

This policy is intended to protect children who receive any service from us, including those who are the children of adults who may receive services from us. Under this policy, the term children shall mean any person who is under eighteen years of age.

The company believes no child or young person should experience abuse or harm and is committed to the protection of children and young people. This policy is intended to provide guidance and overarching principles to those who represent us as volunteers or staff to guide our approach to child protection and safeguarding.

### **The Risks to children**

Children can be vulnerable to different forms of abuse and harm. It is important to recognise that abuse and harm of children can cover a wide range of circumstances and behaviours. For example, Children can be at risk of:

- Physical or emotional abuse
- Neglect
- Sexual abuse
- Grooming and exploitation
- Trafficking and modern slavery
- Exposure to or infliction of domestic abuse
- Bullying or cyber bullying
- Exposure to other inappropriate content or behaviour such as violence or criminal behaviour

- Self-harm
- Physical harm when engaging with activities without adequate supervision

### **Safeguarding Principles**

Safeguarding children from harm and abuse is an essential responsibility for our company. We are committed to ensuring that any child who comes into contact with our services is properly safeguarded. Every person under this policy must ensure that they play an active role in ensuring that children are properly safeguarded.

Every person under this policy holds responsibility for:

- Remaining alert and aware of possible safeguarding risks to children - Guarding children against harmful environments with appropriate actions (for example, adequate supervision or ensuring safe environments)
- Taking positive steps to maintain the safety and wellbeing of children engaging with the rugby all-stars program
- Reporting concerns expeditiously and appropriately, in line with child protection procedures
- Understanding the duty to report specific concerns (and understanding how this interplays with confidentiality)
- Challenging any inappropriate or harmful behaviour of any other adult and reporting this accordingly
- Acting appropriately in the presence of children
- Not taking any inappropriate risks
- Not smoking, drinking or taking any form of illicit substances in the presence of children

### **Safeguarding Office**

Any question, report or concern in relation to the safeguarding of children should be shared with our safeguarding officer:

**NAME:** SCOTT HALL

**EMAIL:** [info@rugbyallstars.co.uk](mailto:info@rugbyallstars.co.uk)

**TELEPHONE:** 07432849215

### **Confidentiality and data protection**

All personal information we may process relating to children, shall be processed and stored in accordance with our data protection privacy policy can be located at:

[HTTPS://WWW.RUGBYALLSTARS.CO.UK/](https://www.rugbyallstars.co.uk/).

### **Responding to a safeguarding concern**

Where a child is at immediate risk of serious harm, any adult present should call

999. Thereafter, the safeguarding officer should be contacted as soon as is reasonably practicable.

Where there is a safeguarding concern but no immediate risk of serious harm, the adult who has heard or witnessed this concern should consult with the safeguarding officer as soon as practicable and by no later than the end of that same day.

Where any child makes a disclosure relation to harm or abuse to an adult, it is important for that adult to:

- Listen calmly and carefully, showing that their views are taken seriously - Provide an appropriate and honest level of reassurance
- Avoid interrogating children and asking, probing, intrusive and/or leading questions. - Avoid making false promises regarding secrets and confidentiality with the child (because any concern of abuse/harm must be shared with the safeguarding officer and any subsequent safeguarding referral)
- Make a confidential written record of the discussion either during the discussion or immediately afterwards. The records should include the key details of the disclosure together with any relevant times, dates, places and people concerned, Audi and video recordings of children making disclosures should be avoided.
- Refer all relevant information to the safeguarding officer as soon as practicable afterwards, and by no later than the end of the day.

Upon receipt of any safeguarding concern, the safeguarding officer shall consult with any other relevant persons and will make any appropriate referrals to the relevant authorities, such as the applicable local authority children's services department.

### **Reporting concerns about other adults**

Where any person has a concern regarding the conduct of an adult connected to Rugby All-Stars, which poses or may pose a safeguarding risk to children such as:

- Harming a child either physically or emotionally
- Exposing a child to behaviour which may cause physical or emotional harm - Engaging in criminal activity concerning a child

This must be raised in the first instance with the safeguarding officer (or where this is not appropriate, a different senior member of the organisation) so that the next appropriate steps may be agreed and actioned. We recognise that there could be circumstances where a person may need to report a matter that has taken place in a setting outside of the person's engagement with the company.

Usually, any appropriate steps following a safeguarding referral in respect of an individual connected to the company will include either:

- Further initial enquiries
- Escalation to the applicable local authority children's services department for assessment and/or the police for investigation
- Instigation of any appropriate disciplinary, formal investigation processes and

- suspension of any person concerned within Rugby all-stars
- A referral to the disclosure and barring service, disclosure Scotland or access Northern Ireland, or any other relevant regulatory bodies.

Any person within Rugby all-stars who has allegations made against them shall be informed properly in a formal meeting of the particulars of the allegations and the relevant next steps which shall be taken. Such a meeting should ordinarily be held by the safeguarding office. On certain occasions, such a meeting may not be convened until this has been approved by any authorities involved (such as the police or the relevant local authority).

Any person from within Rugby all-stars who has allegations made against them shall be treated fairly. All enquiries, investigations and decisions taken shall be just and fair, with the safety of any child concerned at the heart of the process.

Any person from within Rugby All-Stars who makes an allegation against another person from within Rugby all-stars shall be listened to, taken seriously and shall be treated fairly and justly throughout the process of enquiries, investigations and decision making.

### **Disclosure and barring services (DBS) Access Northern Ireland, Disclosure Scotland check**

Checks under the appropriate legislation should be undertaken wherever required. The groups of people we will usually undertake checks with the DBS, Access Northern Ireland and disclosure Scotland (whichever is applicable) in relation to are:

All employees who undertake activities and sport sessions with children.

Wherever we deem it is necessary and appropriate to remove any individual from a position of work in an activity which is regulated under the relevant legislation, we shall also be obliged to make a referral to the DBS, access Northern Ireland and disclosure Scotland.

### **Safeguarding children at events and activities**

#### **Responsibilities and planning**

Typically, we may arrange the following types of events and/or activities which could involve children:

After school sport sessions onsite at schools/Holiday camps.

The safeguarding officer shall hold ultimate responsibility for the safety and appropriateness of the event. They may however appoint a delegate for some responsibilities for the purpose of a specific event.

Although the safeguarding office and any appointed delegates will hold ultimate responsibility for events and activities, all individuals under this policy must also play an active role in ensuring the safety of children at all times.

Appropriate background checking shall be undertaken for any adult engaged by us in connection with an event or activity involving children, wherever this is required by law (see the relevant section above).

For certain types of events or activities, we may issue an additional code of conduct, policy, or some specific other requirements which are specific to that occasion. Any such additional documentation will be made available to all those concerned (staff members, parents, guardians etc.) in advance, They should be read carefully and adhered to.

### Venues

Any events or activities held by us will typically take place at:

Schools/Holiday clubs

We have carried out a health and safety risk assessment of this location in reference to its safety and suitability for children. Where any events or activities held at any other location we shall also carry out a risk assessment.

The fire safety procedure at this location can be found in the following location:

In the reception area and sports hall

### First Aid

We have the following first aid procedure within the company:

Located around the schools and on our website, coaches all have first aid equipment.

Any accident or injury concerning a child should be brought to the attention of the nearest first aiders and should thereafter be formally reported to the safeguarding officer.

### Consent forms

We shall always obtain written consent from a parent or guardian for any event which takes place with children in attendance without their responsible parent or guardian present. Consent will be obtained via:

Online consent through email/Message

Consent forms will include emergency contact details and will set out any specific safety needs/requirements for children.

All consent forms will be kept secure and shall be stored in accordance with our data protection privacy policy.

### Supervision

For most activities and events, our procedure for supervision of children is as follows:

For groups of children up to 12 there will be one staff member, anything over 12+ two staff members.

Where we hold any events or activities whereby a child attends alongside their parent or guardian, parents and guardians should ensure that children are properly supervised.

### **Managing behaviour of children Generally**

Whenever any adult engaged by us is faced with challenging or inappropriate behaviour from a child or with conflict between children, they must:

- Treat each child fairly and equally
- Approach the situation in a calm and neutral manner
- Only ever use physical restraint/intervention in order to protect the immediate safety of a person, for example to prevent an injury or harm either the child or others - Wherever it is justified to physically restrain a child or to physically intervene, the amount of force used should be kept to the absolute minimum taking into account the risk posed.
- Make a written record on the incident and ensure this is reported appropriately to the safeguarding office.

### **Managing risks posed by other children**

It is important for all adults engaged by us to recognise that children can face harm from their peers. This can commonly take the form of bullying. Bullying can be defined as any behaviour which is:

- Repeated; and
- Has the intention of hurting somebody either physically or emotionally

Bullying can sometimes be motivated by prejudices based on certain groups, for example gender, race, religion or sexual orientation. Bullying can often include:

- Physical harm perpetrated against another child
- Name calling and threats
- Cyberbullying (threats and abusive comments made via technology)

Any instance of bullying or concern relation to possible bullying between children at any event or activities arranged by us will usually be dealt with by us in the first instance as follows:

All children and any relevant staff shall be spoken to individually to ascertain facts. Where

appropriate, children will receive a first warning and relevant support/education. Where any behaviour amounting to bullying continues following this, the following steps will be taken:

The child or children who have been found to be responsible for behaviour which amounts to bullying of another child shall be banned from attending the premises.

All steps in relation to the prevention or management of bullying should be taken in consultation with the safeguarding officer.

## **Photography**

### Our photographs

On some occasions, we may take photographs featuring children. We recognise that photography of children carries risks, such as:

- The potential for images to be reused, shared or adapted in a damaging or inappropriate manner
- The general risk of sharing images and the impact this could have on child's public image as they grow older

In view of these risks we will:

- Always ask for written permission from a child and their parent/guardian before taking and sharing any image of them
- Always ensure that a child and their parent/guardian are properly informed how an image will be used and shared
- Always ensure that a child's identity is protected as far as is possible within any published material.
- Ask that parents, guardians, children and any other person connected to them who may wish to share any of our published images which feature other children to refrain from doing so unless they have the permission of the other children and their parent/guardian
- Always store photos in accordance with our data protection policy

### Member of the public

We ask that any members of the public attending our premises, events or activities do not take photographs.

**Other policies**

We have referred within this document to the following other important policies which should be read in conjunction with this policy:

- Our data protection policy
- Our first aid policy

This policy is Approved and robustly endorsed by RUGBY ALL-STARS and is due for review EVERY YEAR.

**SIGNED: SCOTT HALL (SAFEGUARDING OFFICER)**

**DATE: 16/11/2025**