



CINQUE PORTS RFC – Child Protection Policy

1: Cinque Ports Rugby Football Club: Commitment to Child Protection.

Cinque Ports RFC (CPRFC) has appointed Welfare Officers who will act as the first point of contact for any concerns relating to the welfare of young people. The contact details for the Welfare Officers are as follows:-

CPRFC Welfare Officer

Sonja Davies

TEL: 01424 713181

sonja.davies@cinqueportsrugby.co.uk

Marcus Davies

TEL: 01424 713181

Marcus.davies@cinqueportsrugby.co.uk

The Welfare Officers are responsible for:-

- Ensuring that the club has a Child Protection Policy and self monitoring strategy
- Ensuring Codes of Conduct are well published and adhered to
- Working in consultation with the Child Protection Officer to ensure that all reported incidents are managed at the appropriate level in line with RFU/FRUW procedures
- Ensuring all relevant club members are aware of training opportunities
- Ensuring that parents, children and young people are aware of the club policy on Child Protection/Welfare and the correct procedures and channels for voicing concerns
- Ensuring that all adults who have regular contact with young people undertake CRB disclosure
- Being aware of local Social Services and the Local Safeguarding Children's Board
- Sitting on relevant club committees.

CPRFC ensures that all club officials and committee members are aware of their responsibility in respect to child protection and gives a commitment to respond to any indications of poor practice or abuse. It is not the responsibility of the Welfare Officer, or any other CPRFC Official to decide that abuse is occurring but it is their responsibility to act on any concerns in line with the published RFU policy.

CPRFC has a Child Protection Policy. A summary of the policy is printed in the Cinque Ports RFC Welcome Pack, and full details of the policy are posted on the club notice board and available on the club website (www.cinqueportsrugby.co.uk) under the section entitled '**Information for Parents**'.

CPRFC implements a policy of Best Practice for all adults working with young people.

CPRFC has a disciplinary panel that, where necessary, is able to manage cases of poor coaching practice as identified by the RFU Child Protection Officer.

2: CPRFC Coaches Code of Ethics.

CPRFC Coaches are required to abide by the following Code of Ethics. All CPRFC rugby coaches:-

- Must respect the rights, dignity and worth of every child and young person with whom they work and treat them equally
- Must place the physical and emotional wellbeing of all young players above all other considerations, including the development of performance.
- Must ensure that the relationship that they develop with the players with whom they work is based on mutual trust and respect.
- Must ensure that all activities undertaken are appropriate to the age, maturity, experience and ability of the players.
- Must encourage young players to accept responsibility for their own behavior and performance.
- Will clarify with the young players (and their parents/carers) so they understand what is expected of them both on and off the rugby field and also what they are entitled to expect from the coach.
- Should work in partnership with others within the game to ensure wellbeing, safety and enjoyment of all young players.
- Must promote the positive aspects of the sport (e.g. fair play etc) will never, under any circumstances, condone violations of the Laws of the game, behavior contrary to the spirit of the Laws of the game or relevant regulations or the use of prohibited techniques or substances.



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3: CPRFC Codes of Conduct for Coaches & Officials.

CPRFC aims to ensure that all young people enjoy the game in a safe enjoyable setting. The following section sets out Good Practice Procedures, which all those involved in the delivery of the game of rugby union at CPRFC should adhere to.

- They must always be publicly open when working with young people. They must avoid situations where the adult and an individual child are alone and/or unobserved, e.g. individual skill session after a team training session. They must work in pairs and never alone with a group or individual.
- Rugby is a physical game. Situations will occur when, in order to teach or coach certain techniques, it is necessary to make contact with the player. However the following must apply:-
 - Parents and young players must be made aware of situations in which this may happen when they join the club.
 - Physical handling must only be used for safety reasons or where there is no other way of coaching the technique and always with the permission of the child/young person and their parent/guardian.
 - Any contact or touching that is inappropriate (not directly related to the coaching context) or is aggressive is poor practice and is unacceptable.
 - If groups are to be supervised in changing rooms, always ensure that individuals work in pairs, and that the gender is appropriate.
 - Children/young people must not change at the same time or in the same place as adults.
 - Where mixed teams compete away from home at least one male and one female adult must always accompany them.
 - Volunteers and professionals must respect the rights, dignity and worth of all and treat everyone with equality.
- Coaches must place the well being and safety of the player above the development of performance. This means that coaches must:-
 - Adhere to the following guidelines:
 - Avoid overplaying of players
 - All players need and deserve equal opportunity to play and to rest.
 - Remember that children/young people play for fun and enjoyment and that winning is only a part of it.
 - Motivate youngsters through positive feedback and constructive criticism.
 - Ensure that contact skills are taught in a safe, secure manner paying due regard to the physical development of young players.
 - Never allow young players to train/play when injured.
 - Ensure equipment and facilities are safe and appropriate to the age and ability of the players.
- At least one coach per age group must hold a current RFU coaching award or a recognized award. All other coaches should hold a current RFU coaching award or be working towards one.
- Coaches must keep up to date with knowledge and technical skills and should be aware of their own limitations. Coaches must only work within the limitations of their knowledge and qualifications.
- Coaches must ensure that the activities, which they direct or advocate, are appropriate to the age, maturity and ability of the players.
- Coaches, managers, volunteers and parents must always promote the positive aspects of their sport (e.g. fair play), and never condone law violations or use of prohibited substances.
- Coaches and team managers must consistently display high standards of personal behavior and appearance.
- Coaches, volunteers and parents must never overtly criticize players or use language or actions, which may cause the player to lose self-esteem or confidence.
- Young people must not be allowed to drink alcohol or encouraged to drink alcohol if they are under the legal age to do so.

4: Prohibited Practices.

Coaches, managers or volunteers including all professional staff must never:-

- Take young people to their own home or any other place where they will be alone with them, or alone on car journeys, however short. If it should arise that such situations are unavoidable they should only take place with the full knowledge and consent of someone in charge in the Club/governing body and/or a person with parental responsibility for the young person. Where a coach, manager or volunteer, cannot obtain the consent of the individual in charge in the Club/governing body and/or person with parental responsibility for the young person then, if it is in the welfare interest of the young person, then the coach, manager or volunteer may;
 - Take young people to their own home or any other place where they will be alone with them.
 - Take young people alone on car journeys.
- Such situations will be exceptional and must always be reported to the CPRFC Welfare Officer.
- Spend any amount of time alone with young people away from others
- Engage in rough, physical games, sexually provocative games or horseplay with children/young people;



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- Take part as a player in any dynamic contact games or training sessions with young people. If there is a need for an adult to facilitate learning within a coaching session through the use of coaching aids e.g. contact pads, this must be done with the utmost care and with due regard to the safety of the young players;
- Share a room with a young person unless the individual is the parent/guardian of that young person;
- Engage in any form of inappropriate sexual contact and/or behavior
- Allow any form of inappropriate touching. Rugby is a physical game and situations will occur when, in order to teach or coach a certain technique, it is necessary to make contact with the player. However the following must apply:-
 - Parents and young players must be made aware of the situations in which this may happen when they join the club.
 - Physical handling must only be used for safety reasons or where there is no other way of coaching the technique and always with the permission of the child/young person and their parent/guardian.
- Any contact or touching that is inappropriate (not directly related to the coaching context) or is aggressive is totally unacceptable.
- Make sexually suggestive remarks to a young person even in fun;
- Use inappropriate language or allow young people to use inappropriate language unchallenged;
- Allow children/young people to change at the same time or in the same place as adults.
- Allow allegations by a young person to go unchallenged, unrecorded or not acted upon;
- Do things of a personal nature for a young person that they can do for themselves unless you have been requested to do so by the parents/guardian (please note that it is recognized that some young people will always need help with things such as lace tying, adjustment of Tag belts, fitting head guards and it is also recognized that this does not preclude anyone attending to an injured/ill young person or rendering first aid.
- Depart the rugby Club or agreed rendezvous point until the safe dispersal of all young people is complete.
- Cause an individual to lose self esteem by embarrassing, humiliating or undermining the individual;
- Treat some young people more favorably than others;
- Agree to meet a young person on their own on a one to one basis.

5: Physical contact with young people in rugby union.

A. Guidance

There are a number of principles that should be followed within the sport of rugby union when the activity involves physical contact. Physical contact in rugby should always be intended to meet the child's needs, NOT the adult's. The adult should only use physical contact if their aim is to:-

- Develop sports skills or techniques.
- Treat an injury.
- Prevent an injury or accident from occurring.
- Meet the requirements of the game.

The adult should seek to explain the nature and reason for the physical contact to the child reinforcing the teaching or coaching skill. Unless the situation is an emergency, the adult should ask the child for permission. It is good practice for Rugby Clubs, as part of an induction process or pack for new members, to explain to parents/guardians and their child or give written guidance about any physical contact that will be required as part of that activity. Young people should be encouraged to voice concerns they have if any physical contact makes them feel uncomfortable or threatened. Contact should not involve touching genital areas, buttocks, breasts or any other part of the body that might cause a child distress or embarrassment. Physical contact should always take place in an open or public environment and not take place in secret or out of sight of others.

B. Specific situations

Physical punishment

Any form of physical punishment of children is unlawful by coaches, volunteers and professionals, as is any form of physical response to misbehavior unless it is by way of restraint. It is particularly important that adults understand this both to protect their own position and the overall reputation of the organization in which they are involved.

Contact as part of coaching

There are specific circumstances within the sport of rugby union, which will require coaches or teachers to come into physical contact with children and young people from time to time in the course of their duties. Examples will include activities where safe practice is critical, e.g. the introduction/development of scrummaging. Adults should be aware of the limits within which such contact should properly take place, and of the possibility of such contact being misinterpreted. It should be recognized that physical contact between



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an adult and a child that may occur during legitimate teaching or coaching might be misconstrued or misunderstood by a pupil, parent or observer. Touching young participants, including well intentioned informal and formal gestures such as putting a hand on the shoulder or arm, can, if repeated regularly, lead to the possibility of questions being raised. As a general principle adults in positions of responsibility should not make gratuitous or unnecessary physical contact with children and young people. It is particularly unwise to attribute frequent touching to their teaching or coaching style or as a way of relating to young participants.

Responding to distress and success

There may be occasions where a distressed young person needs comfort and reassurance which may include physical comforting such as a caring parent would give. Physical contact may also be required to prevent an accident or injury and this would be wholly appropriate. A young person or coach may also want to mark a success or achievement with a hug or other gesture. Adults should use their discretion in such cases to ensure that what is (and what is seen by others present) normal and natural does not become unnecessary and unjustified contact, particularly with the same young person over a period of time. It should also be considered that what, to an adult may seem to be appropriate, may not be shared by a young person.

Sports science and medicine

There may be some roles within Rugby Union where physical contact is and/or a requirement of the role, particularly sports science or medicine. Properly trained or qualified practitioners should only undertake these tasks. This guidance does not seek to replace the specific guidance and codes of practice developed for those professionals and reference should be made to the appropriate body for that discipline.

6: Positions of trust.

All adults who work with young people are in a position of trust that has been invested in them by the parents, the sport and the young person. This relationship can be described as one in which the adult is in a position of power and influence by virtue of their position. Sexual intercourse or touching by an adult with a child under the age of 16 years of age is unlawful, even where there is apparent consent from the child. A consensual sexual relationship between an adult in a position of trust within the rugby setting and a child over 16 years of age is contrary to the Policy & Procedures for the Welfare of Young People in the Sport of Rugby Union. Adults must not encourage a physical or emotionally dependant relationship to develop between the person in a position of trust and the young person in their care. All those within the organization have a duty to raise concerns about the behavior of coaches, officials, volunteers, administrators and professional staff that may be harmful to the young people in their care, without prejudice to their own position.

7: CRB Disclosure.

All adults who have 'regular supervisory contact with young people' must undertake CRB disclosures within eight weeks of their appointment to a position that involves regular supervisory contact with young people. These adults will include:-

- Members of the General Committee
- All appointed Club Officials
- Coaching Staff (i.e. Team Managers, Team Administrators, Head Coaches, Assistant Coaches and Helpers)
- All referees who regularly officiate at Mini or Junior matches
- Welfare Officers;
- Physiotherapists;
- Any individual who has regular contact with young people (e.g. Bar Staff, Catering Staff etc)

CRB disclosures will be conducted through the RFU Child Protection Department who have jurisdiction to deal with any matters arising from any such disclosure.

8: Identifying Abuse.

In order to provide young people with the best possible experiences and opportunities in the sport of rugby union, it is imperative that everyone operates within an accepted ethical framework and demonstrates exemplary behavior. This not only ensures the game makes a positive contribution to the development of young people, safeguards them and promotes their welfare, but also protects all personnel from allegations of abuse or poor practice. It is not always easy to differentiate poor practice from abuse. It is not the responsibility of the CPRFC Official, Coach or Volunteers to determine whether or not abuse is taking place. It is their responsibility to identify poor practice and possible abuse and to act if they have a concern about the welfare of a child or young person.

There are four main types of abuse

(1) Emotional Abuse



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This occurs when individuals persistently fail to show young people due care with regard to their emotional welfare, when a young person may be constantly shouted at, threatened or taunted, or be subjected to sarcasm and unrealistic pressures. There may also be overprotection, preventing young people from socializing, or bullying to perform to high expectations. The young person may lose self-confidence and may become withdrawn and nervous.

In a rugby situation, emotional abuse may occur when coaches, volunteers or parents:-

- Provide repeated negative feedback.
- Repeatedly ignore a young player's efforts to progress.
- Repeatedly demand performance levels above the young player's capability.
- Over emphasize the winning ethic.

(2) Abuse by neglect

This occurs when a young person's essential needs for food, warmth and care both physical and emotional are not met.

In rugby situation neglect may occur when:-

- Young players are left alone without proper supervision.
- A young player is exposed to unnecessary heat or cold.
- A young player is not provided with necessary fluids for re-hydration.
- A young player is exposed to an unacceptable risk of injury.

(3) Physical abuse

This occurs when individuals including other young people, deliberately inflict injuries on a child or young person, or knowingly do not prevent such injuries. It includes injuries caused by hitting, shaking, squeezing, biting or using excessive force. It also occurs when young people are given alcohol, or inappropriate drugs, or there is a failure to supervise their access to these substances.

In any rugby situation physical abuse may also occur when:-

- Young players are exposed to exercise/training, which disregards the capacity of the player's immature and growing body.
- Young players are exposed to overplaying, overtraining or fatigue.
- Any person exposes young players to alcohol and gives them the opportunity to drink alcohol below the legal age or fail to supervise access to alcohol.
- Young players are provided with or encouraged to take prohibited substances including performance enhancing drugs.

(4) Sexual abuse

Girls or boys can be abused by adults (both male and female) or other young people. This may include encouraging or forcing a child or young person to take part in sexual activity.

In a rugby situation sexual abuse may occur when:-

- An adult uses the context of a training session to touch young people in an inappropriate sexual way.
- Coaches, managers or volunteers use their position of power and authority to coerce young players into a sexual relationship.
- Coaches or managers imply better progression of the player in return for sexual favours.

9: Identifying Bullying.

A. Principles

Bullying of any kind will not be tolerated at CPRFC

- CPRFC has a 'telling' culture and anyone who knows or suspects that bullying is happening is expected to tell the CPRFC Welfare Officer.
- Bullying will be taken seriously, responded to promptly, and procedures followed to deal with the situation.
- It is the responsibility of every adult involved in the club to ensure that all young people can enjoy the sport in a safe enjoyable environment.

B. What is bullying?



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Bullying is not always easy to define and will not always be an adult abusing a young person. It is often the case that the bully is a young person. There are three main types of bullying:-

- Emotional being unfriendly, excluding (emotionally and physically), tormenting (e.g. hiding rugby kit, threatening gestures including sending threatening texts messages).
- Physical pushing,
- Kicking, hitting, punching or any use of violence.
- Verbal name calling,
- Sarcasm, spreading rumors, teasing.
- Being called names.
- Being teased.
- Being hit, Kicked, pushed, pulled or pinched.
- Having their bag, mobile or other possessions taken.
- Receiving abusive text messages.
- Being forced to hand over money.
- Being forced to do things they do not want to do.
- Being ignored or left out.
- Being attacked because of religion, gender, sexuality, disability, appearance or ethnic or racial origin.

Parents and guardians may see other sign and symptoms of bullying. A child or young person:-

- Doesn't want to attend training or club activities.
- Changes their usual routine.
- Begins being disruptive during sessions.
- Becomes withdrawn anxious, or lacking in confidence.
- Has possessions going missing.
- Becomes aggressive, disruptive or unreasonable.
- Starts stammering.
- Has unexplained cuts or bruises.
- Is bullying other children.
- Stops eating.
- Is frightened to say what's wrong.

10: Identifying Poor Practice.

Poor practice includes any behavior that contravenes any of the following policies and/or guidelines

- The RFU/RFUW Fair Play Codes.
- The RFU/RFUW Equity Policy.
- The RFU/RFUW Coaches Code of Ethics (See Section 2).
- The RFU/RFUW Equity Policy.
- The RFU/RFUW Codes of Conduct for Coaches & Officials (See Section 3).
- The RFU/RFUW Policy and Procedures for the Welfare of Young People in Rugby Union
- The RFU/RFUW Anti-bullying Policy.
- The RFU/RFUW Tour & Children and Young People Away from Home Policy. This policy covers clubs, Constituent Bodies and National Representative Squads.
- The RFU/RFUW Event Coordinator Pack. This is to be used for all tournaments and competitions.
- The RFU/RFUW Parent Guide

All of the above documents are available on the RFU website: www.rfu.com

11: Dealing with accusations of Abuse, Bullying and Poor Practice.

A. General principles for dealing with accusations

If you become aware of anything, which causes you to feel uncomfortable, you should discuss your concerns with the CPRFC Welfare Officer who will advise on the correct procedure for dealing with your concerns.

It is important that you

- Do not delay in passing on the information to the Welfare Officer.
- Make an accurate note of what you have seen or heard in order that a CPRFC Incident Record Form (See Appendix 1: CPRFC Incident Report Form) can be completed. The following information will be required:-
 - Your name and your position at the club (e.g. Coach, Parent etc)
 - The child's name, address, date of birth and sex.
 - The parent's/guardian's name, address, home and mobile telephone numbers.
 - Details of any disability, if applicable.
 - The time and date of the alleged incident.
 - Your observations



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- A statement of exactly what the child said and what you said. Remember child abuse cases have been dismissed as a result of the child being led.
- Action taken so far.
- The alleged offender's name, address, position at the club, marital status and age.

Remember, under no circumstances should you investigate an alleged incident yourself. You must contact the CPRFC Welfare Officer.

In all cases of reported abuse, bullying or poor practice the following principles should be adopted:

DO:-

- **Stay calm** do not rush into inappropriate action. React calmly in order not to alarm the young person.
- **Reassure the child** that they are not to blame and confirm that you know how difficult it must be to confide.
- **Listen sympathetically** to what the child says and show that you take them seriously.
- **Keep questions to minimum** the law is very strict. Child abuse cases have been dismissed where the child has been led or words and ideas have been suggested. Only ask questions to clarify.
- **Ensure you clearly understand what the child has said** in order that the information can be passed on to the appropriate agencies.
- **Consult** with the Club Welfare Officer or Welfare Manager ensuring that you communicate all the information accurately.
- **Maintain Confidentiality** all incidents will be treated with an open mind and handled in a fair and equitable manner. Information will only be shared on a need to know basis. Confidentiality must be maintained until a case is proven.
- **Ensure the safety of the young person** – if urgent medical attention is required then call an ambulance, inform the doctors of the concerns and ensure they are aware that this is a child protection issue.

DON'T:-

- **Don't panic** or allow your feelings to be evident.
- **Don't make promises you cannot keep** explain that you will need to tell other people.
- **Don't make the child repeat the story unnecessarily.**
- **Don't delay.**
- **Don't speculate or make assumptions.**
- **Don't approach the alleged abuser.**
- **Don't take sole responsibility.**
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B. Dealing with accusations of Abuse.

Abuse will not be tolerated and players and parents can be assured that they will be supported when any allegations of abuse are made to the CPRFC Welfare Officer. Once an incident is reported to the Club Welfare Officer he/she should consult with the RFU Child Protection Officer, in order to ascertain whether the allegation is to be investigated/dealt with as abuse, bullying or poor practice. If, after having consulted with the RFU Child Protection Officer, the decision is taken to treat the alleged incident as child protection/abuse then:

- The CPRFC Welfare Officer must refer the allegation to the Police or Social Services. They will give advice concerning who should contact the child's parents/guardians.
- The CPRFC Welfare Officer must forward a copy of the CPRFC Incident Form to the RFU Child Protection Officer.
- The RFU Child Protection Officer will report the incident to the RFU Child Protection Referral Management Group.

Non-action is not an option. The welfare of the young person is of paramount importance.

C. Dealing with accusations of Bullying.

Bullying will not be tolerated and players and parents can be assured that they will be supported when any allegations of bullying are made to the CPRFC Welfare Officer. Once an incident is reported to the Club Welfare Officer he/she should consult with the RFU Child Protection Officer in order to ascertain whether the allegation is to be investigated/dealt with as abuse, bullying or poor practice. If, after having consulted with the RFU Child Protection Officer, the decision is taken to treat the alleged incident as bullying then the CPRFC Welfare Officer will adopt the following process to deal with the accusation.

- Where the incident involves an adult bullying a young person, the Club Welfare Officer will report the incident to the RFU Child Protection Officer.
- If the incident is a young person bullying another young person, the club/ county will manage this, and can access advice and support from the Club Welfare Officer, Welfare Manager or RFU Child Protection Officer at any stage of the process.



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- Parents may be informed and asked to come to a meeting to discuss the problem. If necessary and appropriate, police will be consulted.
- If mediation fails and the bullying is seen to continue the Club/RFU can initiate disciplinary action under the relevant constitution.

Non- action is not an option. The welfare of the young person is of paramount importance.

D. Dealing with accusations of Poor Practice.

Poor practice is unacceptable in the sport of rugby union and players and parents can be assured that they will be supported when allegations of poor practice are made to the CPRFC Welfare Officer. Once an incident is reported to the Club Welfare Officer he/she should consult with the RFU Child Protection Officer in order to ascertain whether the allegation is to be investigated/dealt with as abuse, bullying or poor practice. If, after having consulted with the RFU Child Protection Officer, the decision is taken to treat the alleged incident as poor practice then the CPRFC Welfare Officer will adopt the following process to deal with the accusation:-

- In consultation with senior club officials (Club Chairman/Youth Chairman) a decision will be made whether or not to suspend, temporarily, the person accused. Each case will be considered on its merit.
- A disciplinary hearing may be called. The panel should be made up of three club members with regard to the following criteria
 - No person who has been involved in bringing the case to the disciplinary hearing should sit on the panel.
 - Senior management of the club must be represented.
 - As the case relates to poor coaching practice, experience in this field must be represented.
- The Constituent Body Welfare Manager can be invited to the hearing.
- The accused will be advised of receipt of the report and provided with both copies of the reports and all witness statements.
- The accused will be invited to attend any disciplinary hearing.
- The accused must be given the opportunity to offer his/her side of the events and call witnesses.
- Once the disciplinary panel reaches a decision it should be communicated to the accused and confirmed in writing. The decision should also be communicated, in writing, to the parents/guardians of the young person.
- A copy of the finding must be sent to the Constituent Body Welfare Manager and the RFU Child Protection Officer.

As a result of the Disciplinary Hearing the Coach may:-

- Face a temporary suspension.
- Only be allowed to coach whilst supervised.
- Have to attend an RFU/RFUW Safeguarding and Protecting Young People Course.
- Have to attend a SCUK Good Practice and Child Protection Course.
- Have to attend an appropriate RFU/RFUW Coaching Course.

Non-action is not an option. The welfare of the young person is of paramount importance.

12: Useful contacts:

In all cases if you are not sure what to do you can get help and advice from

The RFU Child Protection Officer

Ann Hutchins
Telephone 0870 143 2438
Mobile 07921 283200
Email annhutchins@rfu.com

The NSPCC Helpline

Helpline Number: 0800 800 5000
Asian Helpline Number: 0800 096 7719
Welsh Helpline Number: 0800 100 2524
Deaf Users Text Number: 0800 056 0686
Email: www.nspcc.org.uk



Cinque Ports Rugby Football Club
INCIDENT REPORT FORM

YOUR NAME		POSITION AT CLUB	
CHILDS NAME		CHILDS ADDRESS	
DATE OF BIRTH:			
MALE/FEMALE:			
PARENT OR GUARDIANS NAME		PARENT OR GUARDS ADDRESS	
HOME TEL NO:			
MOBILE NO:			
DETAILS OF ANY DISABILITY (IF APPLICABLE)			
DATE OF INCIDENT:		TIME OF INCIDENT:	
YOUR OBSERVATIONS:			
STATE EXACTLY WHAT HAS BEEN SAID(ONLY RECORD EXACT INFO, DO NOT LEAD CHILD)			
ACTION TAKEN SO FAR			
ALLEGED OFFENDERS NAME:			AGE:
ALLEGED OFFENDERS ADDRESS:			
ALLEGED OFFENDERS POSITION IN CLUB:			