



## CINQUE PORTS RFC – Welfare Policy

CPR has introduced the following to ensure the protection of young people in the rugby club environment.

Our Welfare Policy is in place and includes all the core elements of the RFU and RFUW recommended Policies and Procedures for the Welfare of Young People in the sport of rugby union.

- Our appointed Club Welfare Officer(s) who act as the first point of contact for concerns about the welfare of young people are:-

**Sonja Davies**  
**Marcus Davies**

- We ensure that all officers and committee members are aware of their responsibility in this area and that the club respond to any indication of poor practice or abuse in line with RFU and RFUW Policy.
- We implement a policy of Best Practice for all adults working with young people as set out in the various Codes of Conduct.
- We ensure that all relevant members who have regular supervisory contact with children or a management responsibility for those working with young people undertake an Enhanced Criminal Records Bureau disclosure.
- We have identified a disciplinary panel, which where necessary, manages cases of poor practice as identified by the RFU Child Protection Officer.

CPR requires that all our 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 spend any amount of time alone with young people away from others.
- Take young people 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. In exceptional circumstances where a coach, manager or volunteer cannot obtain the consent of someone in charge 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, the adult must record the occurrence with the club/governing body welfare officer.
- Engage in rough, physical games, sexually provocative games or horseplay with young people.
- 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 should 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 behaviour
- Allow any form of inappropriate touching or make sexually suggestive remarks to a young person even in fun.
- Use inappropriate language or allow young players to use inappropriate language unchallenged.
- 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/carer. However it is recognised that some young people will always need help with things such as lace tying, adjustment of tag belts, fitting head guards etc. and it is also recognised 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 or treat some young people more favourably than others
- Agree to meet a young person on your own on a one to one basis.