

SAFEGUARDING OF CHILDREN AND VULNERABLE ADULTS POLICY

OF

MSJ Coaching LIMITED

INTRODUCTION

MSJ Coaching Limited (MSJ) acknowledges its responsibility to safeguard the welfare of all children and vulnerable adults from harm whilst attending any events organised by MSJ or when being coached members of the business.

MSJ confirms that it adheres to the Rugby Football Union's Safeguarding Policy and its procedures, practices and guidelines and endorses and adopts the Policy Statement contained in that document.

KEY PRINCIPLES

A child is anyone under the age of 18 who is attending any event or session organised or run by MSJ.

The Key Principles of the RFU Safeguarding Children & Vulnerable Adults Policy are that:

- The welfare of the child or vulnerable adult (as appropriate) 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 and young people.

RESPONSIBILITIES

MSJ 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. MSJ recognises that this is the responsibility of everyone involved, in whatever capacity, within the business.

MSJ Coaching will implement and comply with the RFU Code of Conduct and the Codes of Conduct for Coaches, Spectators and Officials if appropriate and will ensure its spectators, parents, members and officials are all aware of and have accepted the club Photographic Policy in that the Club will only grant consent allowing the taking and publication of photographic images in accordance with the RFU photographic policy.

All members of MSJ who have regular supervisory contact with children or a management responsibility for those working with children must undertake an RFU Disclosure and Barring Service (DBS) disclosure.

REPORTING

MSJ Safeguarding Officer is Cheryl McGauley. If there is an incident where the welfare of a child or vulnerable adult has been put at risk then it should be reported to MSJ’s Safeguarding Officer who will inform the CB Safeguarding Manager and the RFU Safeguarding Executive if appropriate. If an incident involves MSJ’s Safeguarding Officer then the incident should be reported direct to the RFU Safeguarding Executive.

A Safeguarding Incident Reporting diagram is at the appendix to this Policy.

CONDUCT

MSJ will ensure that all its staff, coaches, admin team and stakeholders will comply with the Best Practice Guidance as issued by the RFU. In summary, the following are **NOT** acceptable and will be treated seriously by MSJ and may result in disciplinary action being taken, by the CB or the RFU:

- Working alone with a child, children, vulnerable adult, or adults.
- Consuming alcohol whilst responsible for children or vulnerable adults.
- Providing alcohol to children or allowing its supply.
- Smoking in the presence of children.
- Humiliating children or vulnerable adults.
- Inappropriate or unnecessary physical contact with a child or vulnerable adult.
- Participating in, or allowing, contact or physical games with children or vulnerable adults.
- Having an intimate or sexual relationship with any child or vulnerable adult developed as a result of being in a ‘position of trust.’
- Making sexually explicit comments or sharing sexually explicit material.

MSJ will manage any changing facilities and arranges for them to be supervised by adults (DBS checked) of the appropriate gender for children using the facilities. MSJ ensures that all its coaches, admin team and stakeholders are aware that adults must not change at the same time, using the same facilities as children or vulnerable adults.

MSJ will ensure that its staff, coaches, admin team and stakeholders will receive the support and training considered appropriate to their position and role. The RFU “Managing Challenging Behaviour” Policy has been adopted and circulated amongst MSJ’s workforce.

This Policy will be reviewed annually.

Signed(Signed on Original).....

Date

Useful Contacts:

Safe guarding officer – Cheryl McGauley - 07786706546

RFU Safeguarding Manager – 0208 831 7832
RFU Safeguarding Advisor – 0208 831 7480
RFU Safeguarding Compliance Officer – 0208 831 7480
Child Protection in Sport Unit – 0116 234 7278