



FROME RFC

SAFEGUARDING & WELFARE POLICY

1. Purpose of This Policy

Safeguarding is central to all activity at Frome RFC. This policy outlines how the club protects children and young people, ensures safe practice, and complies fully with **RFU Safeguarding Policy (Regulation 21)**. It applies to all Age Grade rugby (U6–U18) and to any adult interacting with junior players.

Key Contacts

Role	Name	Contact Details
Club Safeguarding Officer	Celine Bush	07885 911835
Safeguarding Assistants	Guy Chesshire Becky Durston Naomi Bates	07968 786339
Contact Email		safeguarding@fromerfc.org

2. Safeguarding Principles

Frome RFC is committed to:

- Creating a safe, positive environment for all young players.
- Ensuring children's welfare is the **highest priority** in every decision.
- Promoting inclusive, respectful behaviour aligned with RFU Core Values.
- Ensuring all adults understand their safeguarding responsibilities.
- Responding quickly and appropriately to concerns.

These principles reflect the RFU's belief that **every child has the right to enjoy rugby safely and free from harm**.

3. Roles & Responsibilities

3.1 Club Safeguarding Officer (CSO)

The CSO leads safeguarding practice at Frome RFC and is responsible for:

- Acting as the first point of contact for concerns.
- Ensuring compliance with RFU Regulation 21.
- Maintaining DBS records and safeguarding training compliance.
- Supporting coaches, volunteers, and parents.
- Liaising with the RFU Safeguarding Team when required.

3.2 Coaches & Volunteers

All coaches and volunteers working with Age Grade players must:

- Hold a valid **RFU DBS check**.
- Complete RFU safeguarding training.
- Maintain professional boundaries at all times.

- Follow safe coaching practice and supervision ratios.
- Report concerns immediately to the CSO.

3.3 Parents & Carers

Parents and carers support safeguarding by:

- Communicating respectfully with coaches.
- Ensuring children arrive and leave safely.
- Reporting concerns promptly.
- Supporting club values and behaviour expectations.

3.4 Players

Players are encouraged to:

- Treat others with respect.
- Speak up if something worries them.
- Follow club rules and guidance.

4. Safe Recruitment & Training

Frome RFC follows RFU safe recruitment procedures:

- All volunteers must complete a DBS check before working with juniors.
 - DBS checks must be renewed every three years as per RFU guidelines and requires face-to-face ID verification with the CSO or one of the Safeguarding Assistants.
 - All DBS renewals are strongly encouraged to sign up to the Update Service.
- Coaches must complete RFU safeguarding training.
- New volunteers are inducted into club safeguarding procedures.
- The CSO maintains a secure record of compliance.

No adult may work unsupervised with children until all checks are complete.

5. Safe Coaching & Supervision

To ensure safe practice:

- Sessions must be planned and delivered appropriately for each age group.
- Supervision ratios must follow RFU guidance.
- At least **two adults** must be present at all sessions and fixtures.
- Coaches must avoid situations where they are alone with a child.
- Physical contact must always be appropriate and rugby-related.

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General RFU Standard Supervision Ratios

These apply to *all* Age Grade rugby activities unless a specific event requires more.

Age Band	Minimum Adult : Player Ratio	Notes
U7–U8	1:8	Tag rugby; younger children require closer supervision.
U9–U12	1:10	Mini & midi rugby; contact introduced from U9.
U13–U18	1:15	Youth rugby; older players more independent.

** Please refer to Regulation 15 for more information

6. Boundaries & Appropriate Behaviour

Adults must maintain clear professional boundaries:

- No private messaging with junior players.
- No social media connections with juniors.
- No favouritism or overly familiar behaviour.
- No use of inappropriate language.

All behaviour must reflect RFU Core Values and safeguarding expectations.

7. Managing Concerns & Reporting

Any safeguarding concern—no matter how small—must be reported to the **Club Safeguarding Officer**. Concerns may include:

- Behaviour that makes a child uncomfortable.
- Inappropriate communication.
- Bullying or harassment.
- Physical or emotional harm.
- Neglect or unsafe practice.

Reports will be handled confidentially and in line with RFU procedures.

Reporting of non-emergency concerns to the CSO must be within 24 hours and the safeguarding team will log details via the official RFU Safeguarding Referral Form.

If a child is at immediate risk, emergency services must be contacted.

8. Photography, Video & Digital Safety

Frome RFC follows RFU guidance on digital safeguarding:

- Consent must be obtained before photographing junior players.
- Images must be appropriate and never identify children by full name.
- No live streaming of junior rugby without safeguarding controls.
- Coaches must not use personal devices for photography unless authorised.

A full Photography & Video Policy is included in our Handbook.

9. Physical Welfare & Injury Management

Player welfare includes physical safety:

- Injuries must be recorded and reported.
- Concussion must follow **RFU Headcase** protocols.
- Players must not return to play without appropriate rest and clearance.
- Coaches must ensure safe equipment and playing conditions.

A detailed Injury & Concussion Policy is included in our Handbook.

10. Safeguarding During Travel, Tours & Events

When travelling or attending festivals:

- Supervision ratios must be maintained.
- Accommodation must be safe and appropriate.
- Mixed-gender groups require separate sleeping arrangements.
- Parents must receive full itineraries and contact details.

A full Tours & Events Policy is included in our Handbook.

11. Review & Compliance

This policy is reviewed annually or sooner if RFU guidance changes. All coaches and volunteers must confirm they have read and understood this policy each season.