

Peebles Rugby Football Club

Clubrooms
Grounds

Hon Secretary

Eastgate, Peebles. Tel 01721 720494
The Gytes, Walkershaugh, Peebles
Hay Lodge Park, Peebles
Mr Greg Haywood,
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CHILD PROTECTION POLICY

POLICY STATEMENT

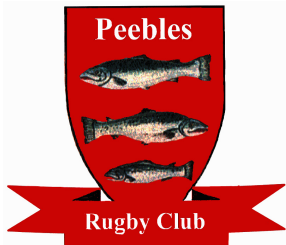
Peebles Rugby Club recognises that all those involved in the coaching and supervision of children associated with the Club have a duty to safeguard the welfare and rights of those children.

This duty extends to the prevention of physical, sexual or emotional abuse or treatment of children associated with the Club and shall be applied regardless of the child's sex, race or religion.

The Club's Child Protection Co-ordinator is John Montgomery.

The Club's Director of Rugby is Robert Hogarth.

A copy of the *Child Protection and Good Practice Guidelines* is available from either of the above-named officials, or from the Club Secretary.



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CHILD PROTECTION AND GOOD PRACTICE GUIDELINES

Although the information contained within this document is directed, in the main, towards Club Coaches, many, if not all of the areas covered relate equally towards those individuals who participate as off-field helpers.

THE COACH – ATHLETE RELATIONSHIP

Coaches – particularly of children – hold a powerful and unique leadership role, often carrying considerable authority and status. A closeness and mutual trust often accompany this role usually held between parent and child.

Coaches often unwittingly or wittingly assume this power and authority, and occasionally this influence spills over into a child's personal life. One of the challenges coaches repeatedly face is how to manage this potential power and balance the responsibilities and safe boundary between coach and performer.

The challenge to do this is exacerbated by the need for coaches to build high levels of trust from children – particularly those involved in elite performance – to encourage them to change their behaviour to develop the level of commitment required to achieve their potential.

Coaches of young children start by using their authority role to build a strong relationship or bond. Over time, this hopefully positive influence can grow to be extremely strong and it is from this influence that trust grows.

Where trust is given, there exists the potential for the abuse and misuse of power by a coach. This may be as a result of thoughtlessness, negligence or occasionally wickedness. Even the passive abuse of power by a coach – e.g. by questioning loyalty or commitment, may produce a dangerous level of conformity and emotional dependency in a child.

By seeking conformity and commitment to their own values and ideals, coaches may be exaggerating the need to conform at the price of the child's own personal development, self-determination and independence.

All coaches should be able to recognise the negative consequences of the power they may hold and the trust placed in them by children and their parents.

THE COACHES CHARTER

- Coaches must respect the rights, dignity and worth of every player and treat everyone equally within the context of our sport
- Coaches must place their well being and safety of the athlete above the development of performance. They should follow all guidelines laid down by the Scottish Rugby Union and be registered on the SRU coaches' database.
- Coaches must develop an appropriate working relationship with players based on mutual trust and respect. Coaches must not exert any undue influence to gain any personal benefit or reward.
- Coaches must encourage and guide players to accept responsibility for their own behaviour and performance.
- Coaches must ensure the activities they direct or advocate are appropriate for the age, maturity, experience and ability of the individual.
- Coaches should, at the outset, clarify with players (and where appropriate their parents) exactly what is expected of them and what players are entitled to expect of their coach.
- Coaches should cooperate fully with other specialists (e.g. other coaches, physiotherapists, club officials, etc.) in the best interests of the player.
- Coaches should always advocate the positive aspects of Rugby and never condone rule violations or the use of prohibited substances.
- Coaches must respect a player's right to his or her own personal development, independence and self-determination.
- Coaches must consistently display high standards of behaviour and appearance.
- Coaches must be prepared to complete our club's Children's Coach Registration Form' and follow the procedures laid down by the club.

PROCEDURES FOR COACHES

All coaches shall comply with the 'Coaches Charter'

All coaches and helpers shall complete an Application Form as determined by the Club.

All new coaches/ helpers/organisers will be made aware of the Child Protection and Good Practice Policy.

Coaches/ helpers/ organisers shall follow the guidelines issued on how to deal with the disclosure or suspicion of abuse.

Coaches/ helpers / organisers shall be aware of the identity of the Club's Child Protection Co-ordinator.

All activities shall be planned to minimise situations in which abuse may occur.

The following guides to good practice shall be observed-

- Follow an open door policy in the changing rooms and showers.
- Prohibit use of camcorders and cameras in the vicinity of changing rooms and showers.
- Allow parents access to changing rooms when appropriate.
- Do not participate in one to one coaching other than during normal coaching sessions and always in the presence of other coaches and players.
- Do not allow or engage in inappropriate touching of any form.
- Do not make sexually suggestive comments about or towards a child, even in fun.
- Do not refer to a child's ethnicity, religion, gender, disability, or sexuality in a way that is derogatory.
- Do not allow children to use inappropriate language unchallenged.
- Do not engage in sexually provocative games or horseplay.
- Do not do things of a personal nature for children that they can do for themselves.
- Immediately report incidents of inappropriate language, behaviour or abuse by any coach.
- Immediately report incidents of inappropriate language, behaviour or abuse by a child.

Parents shall be encouraged to attend matches and coaching sessions and to accept responsibility for ensuring their child's safety.

A Good Conduct Guide for spectators and parents will be distributed with fixture lists at the start of the season and to new members.

A current membership list or appropriate check list shall be available at all activities.

An appropriate first aid kit shall be available at all activities. Coaches shall not attempt to treat injuries unless qualified to do so.

An Incident Book shall always be on hand to record incidents that may have repercussions for the Club, Coach, Helper, Organiser or Player.

Whilst at coaching / home fixtures and travelling to away fixtures, children will be kept under the closest supervision, and, when appropriate, 2 'Stay-Behind' coaches shall be nominated.

Coaches shall not meet children away from the Rugby Club scenario or meeting place without a parent or other appropriate adult being present.

PROCEDURES TO BE FOLLOWED BY COACHES
WHERE ABUSE OR SUSPECTED ABUSE IS
DISCLOSED.

Create a safe environment by:

- Staying calm and not rushing into actions which may be inappropriate
- Confirming you know how difficult it must be to confide in you
- Reassuring the child and stressing that he or she is not to blame.
- Listening to and believing what the child says; show you are taking the matter seriously.
- Being honest and not making promises you cannot keep, explaining you may have to tell other people in order to stop what is happening.
- Being clear about what the child says so that it can be passed on to the child protection professionals. Keep questions to a minimum and avoid 'closed' questions. (i.e. ones which can be answered by a single word – yes/no). Use open questions to encourage the child to use his/her own words. Do not lead the child, or suggest words or ideas on what may have happened.

Record:

- What the child has said to you, in a legible and accurate format. This should be recorded within the Incident Book.
- Facts and observations, not your opinion.
- The child's name, address and date of birth.
- The time and date of the incident.
- The time and date the incident was reported to you.
- Exactly what the child said to you and what you said to the child.
- Actions taken by you – Contacts with parents / statutory agencies. Remember to record details of the individuals you have contacted – names, agency, and telephone numbers.

Ensure:

- You sign and date the record.
- The Club Child Protection Co-ordinator witnesses the record.
- **You maintain confidentiality:** breaches of confidentiality can be extremely damaging to the child, the family and any child protection investigation that subsequently takes place.
- **You do not take sole responsibility:** Consult with the Club Child Protection Co-ordinator or another coach/helper/organiser as soon as possible, so that you can begin to protect the child and gain support for yourself in a very difficult situation.
- **You do not contact the parents if you consider the child to be a victim of sexual abuse or at increased risk.**

PROCEDURES TO BE FOLLOWED BY THE CLUB
WHERE ABUSE IS DISCLOSED OR
SUSPECTED.

- The coach / person concerned shall conform to the procedures as indicated in these guidelines.
- The Club Child Protection Co-ordinator shall consult the appropriate agencies.
 - **Social Work Department 01721 722777**
 - **Standby Social Work (Out of hour's service)**
Freephone via operator.
 - **Police 01721 720637**
- The Co-ordinator shall obtain the names and telephone numbers of those consulted.
- The Co-ordinator will follow the advice given by the appropriate agencies.
- The Co-ordinator shall inform the Club' Director of Rugby that an incident has occurred and of the action taken.

Abuse Indicators

Taken from the NSPCC Booklet 'PROTECTING CHILDREN – a guide for sportspeople'

Types of abuse	Physical Indicators	Behavioural Indicators
<i>Physical</i>	<ul style="list-style-type: none"> • Unexplained bruising, marks • Bruises which reflect hand marks • Cigarette burns • Bite Marks • Broken bones • Scalds 	<ul style="list-style-type: none"> • Fear of parent contact • Aggressive or angry outbursts • Running away • Fear of going home • Flinching • Depression • Keeping arms/legs covered • Reluctance to change clothes • Withdrawn behaviour
<i>Neglect</i>	<ul style="list-style-type: none"> • Constant hunger • Unkempt state • Weight loss/ underweight • Inappropriate dress 	<ul style="list-style-type: none"> • Missing doctor/hospital appointments • Truancy – late for school • Constantly tired • Few friends • Regularly alone and unsupervised
<i>Emotional</i>	<ul style="list-style-type: none"> • Development delayed • Sudden speech disorder 	<ul style="list-style-type: none"> • Neurotic behaviour • Unable to play/ take part • Fear of making mistakes • Sudden speech disorder • Self harm/ mutilation • Fear of parents being contacted
<i>Sexual</i>	<ul style="list-style-type: none"> • Pain/ itching genital areas • Bruising/ bleeding in genital areas • Sexually transmitted diseases • Vaginal discharge/ infection • Stomach pains • Pregnancy 	<ul style="list-style-type: none"> • Sudden change in behaviour • Becoming aggressive/ withdrawn • Apparent fear of one person • Running away • Nightmares • Unexplained sources of money • Sexual drawings/ language • Bedwetting • Overeating/ anorexia • Self mutilation/ suicidal • Secrets which cannot be told to anyone • Substance/ drug misuse • Advance sexual knowledge • Behaving beyond their age • Not allowed to have friends • Sexually explicit behaviour • Telling about the abuse

Adults must be aware that they are not Childcare professionals and that the procedures set down are to be followed immediately they suspect abuse to have taken place. It is the role of professional childcare protection agencies to investigate.