

“Creating a safe, secure and welcome environment for all people to engage in the sport of Rugby”

1. Scope and Definitions

- 1.1 This policy applies to **all members (including players), coaches, volunteers, employees, Club Committee and CSOs** (Child Safeguarding Officer) of Broughton Park Football Club (BPFC);
 - 1.1.1 This policy is written for the protection of players who are aged under 18 and legally classed as a child;
- 1.2 Every person who is responsible for the coaching, management or safeguarding of members shall be given access to a copy of this policy upon the undertaking of their management, coaching or safeguarding role;
- 1.3 The policy is to be made available on **BPFC** Website and also within the **Club premises**;
- 1.4 The policy is to be adopted as part of the **Club** Constitution;
- 1.5 Safeguarding is defined as *a proactive concept based around promoting the child’s welfare in every way, by protecting children and young people from abuse and neglect including doing all that can be done to ensure appropriate development and maximise life opportunities.*
- 1.6 **BPFC** and **the Club** refer to **Broughton Park Football Club**, whose **Club premises** are at 2 Houghend Crescent, Manchester, M21 7TL;
- 1.7 Safeguarding is everyone’s responsibility and services should adopt a child-centred approach (Working Together, HM Government, 2018);
- 1.8 References should be made to the Rugby Football Union (RFU) **‘Safeguarding Children Policy’** and **‘Working Together’**;
- 1.9 This policy must comply with the **RFU Safeguarding Children Policy** and **Working Together**. Where there is any ambiguity, the RFU Policy and Working Together shall have primacy unless such action would be deemed immoral or illegal in the circumstances;
- 1.10 This policy applies to all persons, regardless of their age, sex, sexual orientation, gender, gender identity, ability or disability, size, race, colour, nationality, ethnic or national origin, religion or belief (*s4 Equality Act 2010* and *RFU Safeguarding Children Policy*);
- 1.11 The policy is based on the RFU key principles which are:
 - The welfare of the child is paramount
 - All participants have the right to protection from harm
 - All allegations, suspicions of harm and concerns will be taken seriously and responded to swiftly, fairly and appropriately;
 - Everyone will work in partnership to promote the welfare, health and development of children;
- 1.12 The names of each Club Safeguarding Officer and any assistants/deputies shall be displayed clearly on the Mini and Juniors noticeboard within the **Club**.

2. Aims and Objectives

- 2.1 The aim of this policy is to ensure that **Broughton Park FC** is a safe, secure and welcome environment for its members to be involved in the sport of rugby, including training and coaching, playing, side lines and **Club** organised activities on or off the **Club premises**;
- 2.2 The policy will promote the *RFU Safeguarding policy* and compliance with *Regulation 15 and 21* within the **Club**;

- 2.3 The **Club** will ensure that it has a named Club Safeguarding Officer who shall be part of the Club Committee and Youth Committee and shall ensure that safeguarding is given the appropriate priority it deserves;
- 2.4 The **Club** will ensure that each parent or guardian, member and coach is informed when there is a new Club Safeguarding Officer (CSO);
- 2.5 The **Club**, led by the CSO in conjunction with the RFU Safeguarding Manager for Lancashire shall comply with all Local Safeguarding Children's Boards, the police, the police authority, Children's Services and other statutory agencies that have an appropriate interest in the safeguarding of a child who is a child player at the **Club**;
- 2.6 The **Club** has a duty to promote equally the physical and mental wellbeing, development and resilience of its players and members.

3. Promoting Good Practice

- 3.1 Each coach shall encourage and educate parents or guardians where appropriate on the correct equipment and clothing necessary for a child to safely participate in rugby;
- 3.2 Information shall be given to each parent or guardian as part of a 'joining pack';
- 3.3 The **Club** accepts that most communication with players shall be via social media, including WhatsApp, text message groups and emails as well as other social media groups;
 - 3.3.1 A member of the safeguarding team shall be part of any social media groups, such as WhatsApp groups or Facebook Messenger groups, Facebook community groups etc.
 - 3.3.2 Any groups must be closed groups and by invitation only for known participants only;
 - 3.3.3 The groups are to be administered by a coach or nominated administrator from the respective age group.
- 3.4 Except from parents/guardians of registered players, only adults or coaches with a valid RFU DBS are to be part of the groups;
- 3.5 Parents or guardians are to be copied in to any electronic communication with players and should be part of any social media chat groups in which coaches or volunteers communicate with players;
- 3.6 Personal messages between an individual player and coach are strongly discouraged and should always be sent to the parent as well as the player;
- 3.7 Where a child from the Juniors section uses a changing room facility, coaches should encourage parents or guardians to assist the players in changing facilities, should assistance be required ensuring that one adult is never left alone with players other than their own child;
- 3.8 Mini section players do not get allocated changing room facilities;
- 3.9 A coach or volunteer should not be alone in changing facilities with a child;
- 3.10 Any senior rugby player assisting with coaching must not be left alone with a child in changing facilities;
- 3.11 Coaches and volunteers will follow guidelines and practice taught during their coaching course and *Play it Safe* course with special regard given to physical contact and communications between coaches and players;
- 3.12 The **Club** acknowledges the RFU's guidance on adult to child ratios at
 - Children aged 9 and over: 1 adult to 10 children;
 - Children aged 7 and 8 inclusive: 1 adult to 8 children

- Children aged 6 and under: 1 adult to 6 children
- 3.12.1 The **Club** and Youth Section will support coaches by trying to ensure that coaches are evenly distributed across age groups;
 - 3.12.1.1 Where there are too many coaches for one age group, in order to ensure that the adult to child ratio is maintained then coaches will be asked to assist in other age groups on a temporary basis;
- 3.13 Each coach and volunteer within children's rugby must recognise their responsibility as a leader and role model, ensuring they behave appropriately and professionally at all times;
 - 3.13.1 Coaches and volunteers within children's rugby must not use foul or obscene language, nor make sexually explicit comments or references, neither must they display behaviour likely to cause the child to feel uncomfortable, damage the child's self esteem or confidence. Similarly, coaches and volunteers must challenge any of these behaviours displayed by any player, parent, volunteer or visitor to the Club.
 - 3.13.2 Coaches and volunteers within children's rugby must ensure they are fit and in an appropriate state to conduct training;
 - 3.13.3 Coaches and volunteers within children's rugby must not be under the influence of alcohol, illegal substances or drugs that effect decision making whilst conducting training sessions (including legal drugs, for example certain painkillers).
- 3.14 Discipline during matches is the responsibility of players on the pitch and ultimately the referee;
 - 3.14.1 Coaches, parents, spectators and players on the side line should not become involved in any physical altercation nor enter the field of play;
 - 3.14.2 Parents and spectators who enter the field of play will be warned of their behaviour being unacceptable;
 - 3.14.3 Continuous and persistent unacceptable behaviour may result in the parent or spectator being asked to retire to the Clubhouse for the remainder of the match;
 - 3.14.4 Coaches who consider it absolutely necessary, precluding any other action, to enter the field of play where a physical altercation is taking place must only do so with an honest held belief that a child is at risk of physical harm;
 - 3.14.4.1 The coach must ensure that verbal instructions to desist the behaviour are given;
 - 3.14.4.2 Only the minimum reasonable force that is absolutely necessary to prevent injury to a child shall be used;
 - 3.14.4.3 The coach must inform the CSO at the earliest opportunity as such actions may attract complaints to the **Club**, RFU, RFU Lancashire or the police;
- 3.15 In the event of late collection of a child, either from a training session or a match, then a coach or volunteer must wait with the child in a suitable environment, preferably not alone; attempt to contact the parent, guardian or nominated person, inform the CSO and remind the parent of collection arrangements and the parents responsibility to be timely. The **Club** acknowledges that there are many genuine reasons for this, but may need to speak with the parent/guardian should this become a pattern.

4. Disclosure and Barring Service (DBS)

- 4.1 A DBS check exists in order to safeguard both children and volunteers. It assists in ensuring that only suitable role models are able to coach and be responsible for safeguarding within the **Club**;
- 4.2 Every coach, coaching volunteer, parent volunteer, first aider and CSO (or assistant) is to have completed an **RFU** DBS check prior to their appointment using the online e-application system;
- 4.3 If a coach, volunteer or CSO is appointed during off season, generally April through to August, then the DBS should be complete by the 1st training session of the season that they shall be taking part in;
- 4.4 A failed or unsatisfactory DBS will result in the coach, volunteer or CSO being unsuitable for appointment;
- 4.5 Any person who is already in a coaching position, volunteer, or a CSO and later fails a DBS check shall no longer be able to carry out their role and will be requested to withdraw immediately;
- 4.6 The **Club** recognises that each coach, first aider, volunteers and CSO is in a non-paid role, however the **Club** takes a child-centred approach to safeguarding and each person is expected to adhere to this approach;
- 4.7 The **Club** is acutely aware that a DBS check and background checks is only part of the safeguarding ethos, which relies on the culture of the **Club** to enforce safeguarding practices;
- 4.8 The **Club** is committed to complying with Regulation 21
- 4.9 The **Club** has no grounds to appeal a DBS check; this is for the individual to do should they feel that the result is incorrect;

5. Recruitment of volunteers

- 5.1 Volunteers are an essential part of a rugby club and without whom a Club would struggle to exist;
- 5.2 The **Club** will require that any person who wishes to volunteer within the **Club** whereby their volunteering would bring them in to contact with children must complete the Volunteer Application Form;
 - 5.2.1 The Volunteer Application Form is recommended by the **RFU** in order to obtain essential details from a person wishing to volunteer with children and comply with the Safer Recruitment as detailed in the **RFU Safeguarding of Children** policy;
 - 5.2.2 The Volunteer Application Form will be completed and handed to the **CSO** who shall in conjunction with the Club Volunteer Coordinator process the application;
 - 5.2.3 The application will be stored securely by the **CSO** for a term of 5 years;
- 5.3 Volunteers will be required to complete an enhanced DBS (working with children) check through the online application system as detailed in section 4 of this policy;

6. Training Requirements

- 6.1 Each age-group of children and youth teams must have at least one person who has attended and successfully completed an **RFU Play it Safe** course;
 - 6.1.1 The **Club** encourages every coach involved in children and youth Rugby to attend the *Play it Safe* course;
 - 6.1.2 The **Club** will bear the cost of these courses as part of its commitment to safeguarding;

- 6.2 Course attendance shall be recorded on the RFU Games Management System (GMS);
- 6.3 Each person involved as a Safeguarding Officer must complete an **RFU Play It Safe** course within 3 months of appointment;
- 6.4 Each person involved as a Safeguarding Officer must complete an **RFU In Touch** course within 6 months of appointment;
 - 6.4.1 The **Club** recognises the RFU guidelines that a Safeguarding Officer shall attend an *In Touch* workshop within 6 months but the **Club** aims to exceed this expectation;
- 6.5 Coaches and volunteers involved in youth rugby are expected to attend training facilitated by the CSO and **Club** regarding safeguarding in order to keep their practices up to date.
- 6.6 The **Club** will always aim to secure attendance at Constituent Body and national safeguarding events and training.

7. Reports or Concerns of In-Club Misconduct or Abuse

- 7.1 The **Club** will take any report of misconduct or abuse or concerns of the aforementioned that are taking place within **Broughton Park Football Club (RFU)** seriously;
- 7.2 The **Club** expects any coach, staff, parent or volunteer to report concerns to a Safeguarding Officer or senior representative within the **Club**;
 - 7.2.1 The **Club** will support any person who makes, in good faith, a safeguarding report;
 - 7.2.2 The **Club** will support anyone who, in good faith, whistle-blows against another coach, parent or the **Club** in order to ensure that a child is safeguarded;
 - 7.2.2.1 The **Club** shall not discriminate or discourage anyone from raising any genuine concerns of safeguarding;
- 7.3 The **Club** has a duty to report any suspected criminal matters to Greater Manchester Police and the **RFU**;
- 7.4 The **RFU** will assume responsibility for a case of disclosure, allegation or incident once informed by writing to the Safeguarding Manager;
 - 7.4.1 The **Club** will take no action without guidance from the **RFU Safeguarding Team**;
 - 7.4.2 Individuals accused of causing harm will be informed by the **RFU**;
 - 7.4.3 A temporary suspension order or suspension order may be issued under Regulation 21.
- 7.5 Where a complaint of in-club misconduct involves a parent, guardian, coach, or other spectator being inappropriate or abusive during a training session or match then the CSO shall warn the party that their behaviour is inappropriate;
 - 7.5.1 Where the person continues either on the same day or continues on different days then the **Club** has the right to exclude such a person from the premises in order to safeguard children and ensure that everyone is able to enjoy the sport of rugby;
 - 7.5.2 A person excluded may be excluded for that day or until further notice;
 - 7.5.2.1 Where a parent or guardian is excluded from the **Club** until further notice they shall be informed by writing of the reason and duration, highlighting the expectation that they send an appropriate adult to supervise their child during coaching sessions and at matches until their exclusion lapses.

7.6 Where a report or disclosure is made by a child the person receiving that disclosure or report should follow RFU Safeguarding guidelines, which includes:

- Staying calm
- Reassure the young person they are not to blame
- Avoid making promises of confidentiality or about any outcome
- Keep questions to a minimum (any questions asked should be open questions and not leading questions)
- Make brief, accurate notes as soon as possible after any report or disclosure is made

7.6.1 Ensure that the CSO is made aware and that any the notes are handed to the CSO for their report and referral to the Lancashire Constituent Safeguarding Manager;

7.6.2 The person receiving the disclosure or report will be expected to comply with any investigation by either the **Club**, the **RFU**, Children's Services or the police;

7.6.3 Where a statutory agency has completed their investigation, or the investigation rests with the **Club** or **RFU**, the Safeguarding Manager will direct the investigation with the assistance of the CSO and Safeguarding Assistants.

8. Reports or Concerns for Children and Young People (occurring outside the Club)

8.1 Coaches and volunteers involved with children's rugby are in a position to safeguard children and recognise when there may be concerns for a child taking place outside of the **Club**;

8.2 Concerns for a child is likely to encompass one or more of the four main areas, including:

- Physical
- Sexual
- Emotional
- Neglect

8.3 Coaches and volunteers involved in children's rugby must be alert to these areas of safeguarding abuse and should not be discouraged from raising their concerns with a CSO;

8.4 Where a coach or volunteer, CSO or other club member is concerned about the immediate safety of a child they must inform the police immediately;

8.4.1 The person making this report should inform the CSO as soon as practically possible with the reason for their concerns. This will enable the CSO to inform the constituent Safeguarding Manager and RFU where appropriate;

8.4.1.1 Only concerns that relate to rugby need to be reported to the constituent body. Abuse outside of the rugby or club setting do not require a referral to Lancs RFU.

8.4.2 The CSO, SM and person making the report will be expected to comply with any investigation carried out by either the police or Children's Services authority.

8.5 Where a coach or volunteer involved in children's rugby has a non-immediate concern over a child's safeguarding, wellbeing or welfare then they should raise their concerns to the CSO;

- 8.5.1 The CSO will follow their training gained in *In Touch* training with how to best proceed with the concern;
- 8.5.2 The CSO will ensure that the reporting party is informed of the CSOs action and any outcome as appropriate;
- 8.6 Where a report or disclosure is made by a child the person receiving that disclosure or report should follow RFU Safeguarding guidelines, which includes:
 - Staying calm
 - Reassure the young person they are not to blame
 - Avoid making promises of confidentiality or about any outcome
 - Keep questions to a minimum (any questions asked should be open questions and not leading questions)
 - Make brief, accurate notes as soon as possible after any report or disclosure is made
- 8.6.1 Ensure that the CSO is made aware any the notes are handed to the CSO for their report and referral to the Lancashire Constituent Safeguarding Manager;
- 8.6.2 The person receiving the disclosure or report will be expected to comply with any investigation by either the **Club**, the **RFU**, Children's Services or the police;
- 8.6.3 Where there are immediate concerns around the safety or wellbeing of a child, or returning the child to the parent or guardian then statutory authorities must be informed including Children's Services or the police.

9. Confidentiality

- 9.1 **BPFC** are permitted to store and share information for safeguarding purposes, which will be classed as 'special category personal data';
- 9.2 Information shared where there are legitimate safeguarding concerns of children at risk is appropriate under the necessary processing condition of 'safeguarding concerns of children and individuals at risk';
 - 9.2.1 The individual sharing such information must make a contemporaneous written record of what information has been shared and their reason for doing so;
- 9.3 Consent need not be obtained for sharing information where it is not possible or by obtaining consent would put the child at further risk;
- 9.4 Where a young person makes a disclosure to another person, their confidentiality cannot be guaranteed as there may be a greater risk in not breaking their confidence;
- 9.5 Any reports of sexual abuse will receive automatic statutory anonymity under s1 Sexual Offences Amendment Act (1992);
- 9.6 All safeguarding incident reports will be required to be securely stored, with restricted access for a period of 5 years after which time an assessment will need to be made regarding archiving these reports;
 - 9.6.1 Reports and statements *may* become the subject of third party material for criminal or civil procedures in court.

10. Consent for Activities (Safeguarding Children)

- 10.1 Training sessions and matches
 - 10.1.1 By being a youth member, this is implied consent for a child to participate in training sessions and matches under the appropriate

- guidance of a coach and the supervision of a parent who should be encouraged to remain for the duration of any training session;
- 10.1.2 It is the responsibility of parents to arrange for their child to get to the training or match location;
 - 10.1.3 Parents, guardians or a nominated adult should assist the child in getting changed for any training session or match;
 - 10.1.4 A coach, volunteer or CSO is at no point acting in *locum parentis* for any child;
- 10.2 Photography
- 10.2.1 When completing the Welcome Pack, an authority was given for photography to be taken and used of a child;
 - 10.2.2 The **Club** has a responsibility for the appropriate use of these pictures and will not 'tag' any child in the picture nor name them on any website;
 - 10.2.3 The **Club** should be made aware of any special conditions relating to a child which may effect the publication of a child's picture;
 - 10.2.4 Any publication of a picture online should be done in a restricted area of a website or community group;
 - 10.2.5 Photos of children in states of partial undress are not appropriate, whether implicitly sexual by nature or not;
- 10.3 Contact activity
- 10.3.1 Rugby is a contact sport and at appropriate stages of coaching, contact is introduced and increased under Age Grade Rugby (RFU Regulation 15);
 - 10.3.2 Physical contact between a coach and a player must be kept to a minimum and is discouraged;
 - 10.3.3 Aggressive contact between a coach and player is prohibited (including tackling demonstration, rucking, maul, scrum or the use of tackle pads)
 - 10.3.4 Wherever possible a coach should aim to use or demonstrate between players;
- 10.4 Communication
- 10.4.1 A coach or volunteer will communicate with a child only for the purposes of rugby activity involving the **Club**;
 - 10.4.2 Any electronic communication will be copied to the parent or guardian, or they shall be part of the same closed chat group;
 - 10.4.3 Personal communication between a coach and player is inappropriate.

11. Travel arrangements

- 11.1 A coach or volunteer must never be left alone in a vehicle with a player other than their child;
- 11.2 Where a coach, volunteer or other parent collects a child other than their own, then this child must sit in the rear of the vehicle;
 - 11.2.1 The driver of that vehicle must ensure that it is in a legal and roadworthy condition and that they are safe to drive young players;
- 11.3 The use of the Club minibus must be done by an appropriately insured driver with the correct licence category as required;
 - 11.3.1 A check of the vehicle must be carried out prior to them using it to ensure that it is road worthy as best as the driver is able to establish;
- 11.4 All young players must sit in the rear section of the minibus and adults should sit in the front of the minibus;

- 11.5 All safety equipment must be used, including the use of seatbelts and where required, booster seats.

12. Playing Adult Rugby

- 12.1 The RFU as of season 2019-2020 have implemented stringent and child centred rules regarding the playing-up of 17 year olds in to the adult game;
- 12.2 Any player aged under 18 on the date of the match will be required to have dispensation in order to play as part of a senior team;
- 12.2.1 The dispensation must be sought prior the game and is not allowed to be sought retrospectively
- 12.3 The CSO, Team Manager and an actively qualified UKCC Level 2/England Rugby Coaching Award coach must have made an assessment on both the physical, social and mental maturity of that player to play senior rugby;
- 12.4 The Club must ensure that there are separate changing and showering facilities for that player should the player wish to change and or shower separately;
- 12.4.1 The opposition and the referee must be informed that a 17 year old is participating in the match;
- 12.5 In order to protect the young player in the adult game the following people **must** have successfully completed an enhanced DBS process via GMS in conjunction with the CSO:
- Coach
 - Team Manager
 - Physiotherapist
 - First Aider
 - Any other person who will be in a position of trust
- 12.6 The CSO must be informed by the Team Manager or coach responsible of any incident or concerns and the process of continuing to play senior rugby will be under review.

13. Club Tours (Safeguarding Children)

- 13.1 Any person organising or attending a Club Tour which will include the attendance of a person under the age of 18 *must* be cited on the Touring With Children Policy of the **Club** and **RFU Touring With Children guide**;
- 13.2 A member of the **Club** Safeguarding Team should be involved in the organisation of the tour to ensure compliance with this policy;
- 13.3 There must be a named Tour Organiser who shall be responsible for Safeguarding of Children whilst the participants are touring;
- 13.3.1 The tour organiser must have completed the Play it Safe training and be RFU DBS checked at the time the tour is taking place.

14. RFU Safeguarding Policy

- 14.1 **BPFC** recognises that the RFU Safeguarding Policy must be complied with;
- 14.2 Where any conflict arises between the RFU Safeguarding Policy and the **Club** Policy then the RFU Policy shall overrule the **Club** Policy except where such action would result in a risk to a child or be illegal.
- 14.3 The RFU Safeguarding Policy shall be available in printed version at the **Club premises**.

15. Club Safeguarding Officer

- 15.1 The CSO is responsible to the RFU Lancashire Safeguarding Manager and the RFU Safeguarding Team;
- 15.2 The CSO ensures that a Safeguarding Audit is completed within the first 4 weeks of each RFU defined season in preparation for the new season and shall be ready for inspection by the Safeguarding Manager;
- 15.3 Has responsibility for updating the Safeguarding Policy of the **Club** and communicating any changes to the relevant parties;
 - 15.3.1 The Safeguarding Policy will be **RFU** Safeguarding compliant;
- 15.4 The CSO (or Safeguarding Assistant) is the first point of contact for any safeguarding or welfare concerns;
- 15.5 Safeguarding Officers have responsibility for training and deliverance of a Safeguarding Plan for all coaches;
- 15.6 In order to comply with **RFU** Safeguarding Policy, the CSO shall attend any youth disciplinary panel to support the child from an impartial perspective and ensures the child's emotional wellbeing is considered throughout proceedings;
 - 15.6.1 The CSO may appoint an appropriately trained assistant or deputy CSO to attend a youth disciplinary hearing;
- 15.7 A CSO or appropriately appointed and trained assistant or deputy may be required to represent the **Club** at a strategy meeting or discussion;
- 15.8 The CSO will complete an internal safeguarding report following the referral of any incident to any outside agency.

16. Working Together

- 16.1 Working Together is a HM Government document produced to provide guidance on inter-agency working to safeguard and promote the welfare of children;
- 16.2 The latest edition was produced in July 2018;
- 16.3 CSOs should be familiar with and have access to Working Together 2018;
- 16.4 The document defines a child as a person who has not yet reached their 18th birthday;
- 16.5 Working Together promotes a child centred approach to safeguarding, an approach which is encouraged within the **Club**;
- 16.6 Safeguarding is highlighted as being everyone's responsibility. There may be information known or held by the **Club** or its coaches or volunteers who interact with youth players that assists in safeguarding that child;
 - 16.6.1 Any information may legitimately be shared with appropriate authorities to safeguard a child or promote the child's welfare;
- 16.7 Chapter 2, section 63-67 are specific to safeguarding children in sport;
 - 16.7.1 **BPFC** has a responsibility to work with safeguarding partners and comply with local safeguarding arrangements;

17. Implementation

- 17.1 The **Club** has the support of the Chairperson and therefore the Management Committee in implementing and enforcing this policy and as such is undersigned on behalf of the Club Committee by the CSO;

17.2 The **Club** supports the Safeguarding Team, staff, parents, members and volunteers in their responsibilities in order to promote a culture of safeguarding within Broughton Park FC;

Signed for by Broughton Park FC
Club Safeguarding Officer on today's
date, the

Appendix 1 - Contacts

Greater Manchester Police	
Emergency	999
Non-emergency	101
Emergency Duty Team	0161 234 5001
Manchester Children's Services	mcsreply@manchester.gov.uk
Child Line	0800 1111
NSPCC	0800 800 5000 help@nspcc.org.uk
	https://www.manchestersafeguardingboards.co.uk/children-young-people/
Manchester Designated Officer	0161 234 1214 quality.assurance@manchester.gcsx.gov.uk
Forced Marriage Unit (Home Office)	020 7008 0151 (office hours) or 020 7008 1500 (out of office hours)
Modern Slavery Helpline	0800 0121 700 www.modernslavery.co.uk
Club Safeguarding Officer Jon	0789 111 7140
Club Safeguarding Assistant Pat	07837 363830
Club Safeguarding Assistant Pip	07890 967709
Lancs RFU Safeguarding	safeguarding@lancashirerugby.com
Carol BAKER Lancs Safeguarding Manager	07786 367631

Appendix 2 – References

Data Protection Act (2018) c.12

Sexual Offences Amendment Act (1992) c.34

England Rugby (2017), *RFU Safeguarding Policy* [online], available at https://www.englandrugby.com/mm/document/myrugby/volunteers/01/30/36/55/rfu_safeguarding_policy_guidance_and_procedures_neutral.pdf (accessed 14th August 2018)

HM Government (2018) *Working Together* [online], available at <https://www.gov.uk/government/publications/working-together-to-safeguard-children--2> (accessed 16th August 2018)