



WRU SAFEGUARDING POLICY

PRIF EGWYDDORION

INTRODUCTION

As the national governing body for Welsh Rugby, the WRU has a wide leadership, governance and on occasion, enforcement role, which ensures that rugby in Wales is able to flourish, through the provision of safe, inclusive environments that prioritise individual rights and dignity, and address inappropriate activity.

This position is most evident in our response to Safeguarding, where we have met our legal and moral obligations holistically, highlighting the ways in which we can all contribute to protecting those potentially subject of harm; children and adults at risk. Our procedures seek to prevent such harm, whilst supporting the recognition of, and effective response to, any cases that do unfortunately occur.

This abbreviated version of the more comprehensive WRU Safeguarding Policy and Procedures is intended to act as a basic introduction to the WRU's safeguarding response and should be read by all participants, whilst those individuals who hold roles which require a more detailed understanding should refer to the full policy and supporting operational guidance.

To support learning around this critical subject, you'll find links to the full policy throughout this version, providing additional detail on a range of key principles, including:

- Role of the Club Safeguarding Officer
- Safeguarding Children
- Safeguarding Adults
- WRU Safeguarding – Whistleblowing and Case Management Procedures



POLICY STATEMENT

The WRU is committed to ensuring that everyone in Wales, irrespective of their age, race, religion or belief, disability, gender identity or sexual orientation, has equality of opportunity and can participate in our national game in a safe, enjoyable and inclusive manner. In doing so, we recognise the principle that the welfare of children and adults at risk is paramount.

The WRU acknowledges the duty of care to safeguard and promote the welfare of children and adults and is fully committed to ensuring that safeguarding practice reflects statutory responsibilities, government guidance and promotes best practice. The WRU will develop robust policies and procedures that minimise the risk of children, young people and adults experiencing abuse within Welsh Rugby.

Safeguarding is the principle of protecting children, young people and adults at risk from harm or any form of abuse, maltreatment or neglect, whilst promoting their welfare to ensure that they feel safe, empowered and able to develop to be at their best.

Safeguarding is a collective duty; it requires everyone across the game to take responsibility for ensuring that we prevent any potential safeguarding risks before they happen. Where incidents do occur, it's important that everyone is able to recognise the safeguarding risk and understand the need to intervene where serious immediate risk exists. All safeguarding incidents should be reported through the correct channels.

The WRU take the lead role for safeguarding within Welsh rugby, mandating all affiliated clubs and other relevant bodies to adopt and implement the WRU's Safeguarding Policies and Procedures, and ensure that there is:

- appropriate safeguarding training and awareness provided to staff and volunteers, to be able to recognise and respond to concerns in line with the Six R's (See Page 8 below).
- an effective mechanism to report safeguarding concerns.
- an effective and comprehensive investigative, case management response delivered by skilled and experienced staff.
- a robust plan in place delivered by appropriately skilled staff to investigate concerns and manage caseload effectively.
- independent oversight of safeguarding and misconduct cases, with relevant matters being referred to independent panels for determination.

THE CORE PRINCIPLES - HOW WELSH RUGBY WILL DELIVER SAFEGUARDING



Safe Recruitment



Recognising Poor Practice and Abuse



Reporting and Responding to Concerns – The Six R's



Information Sharing and Working Together

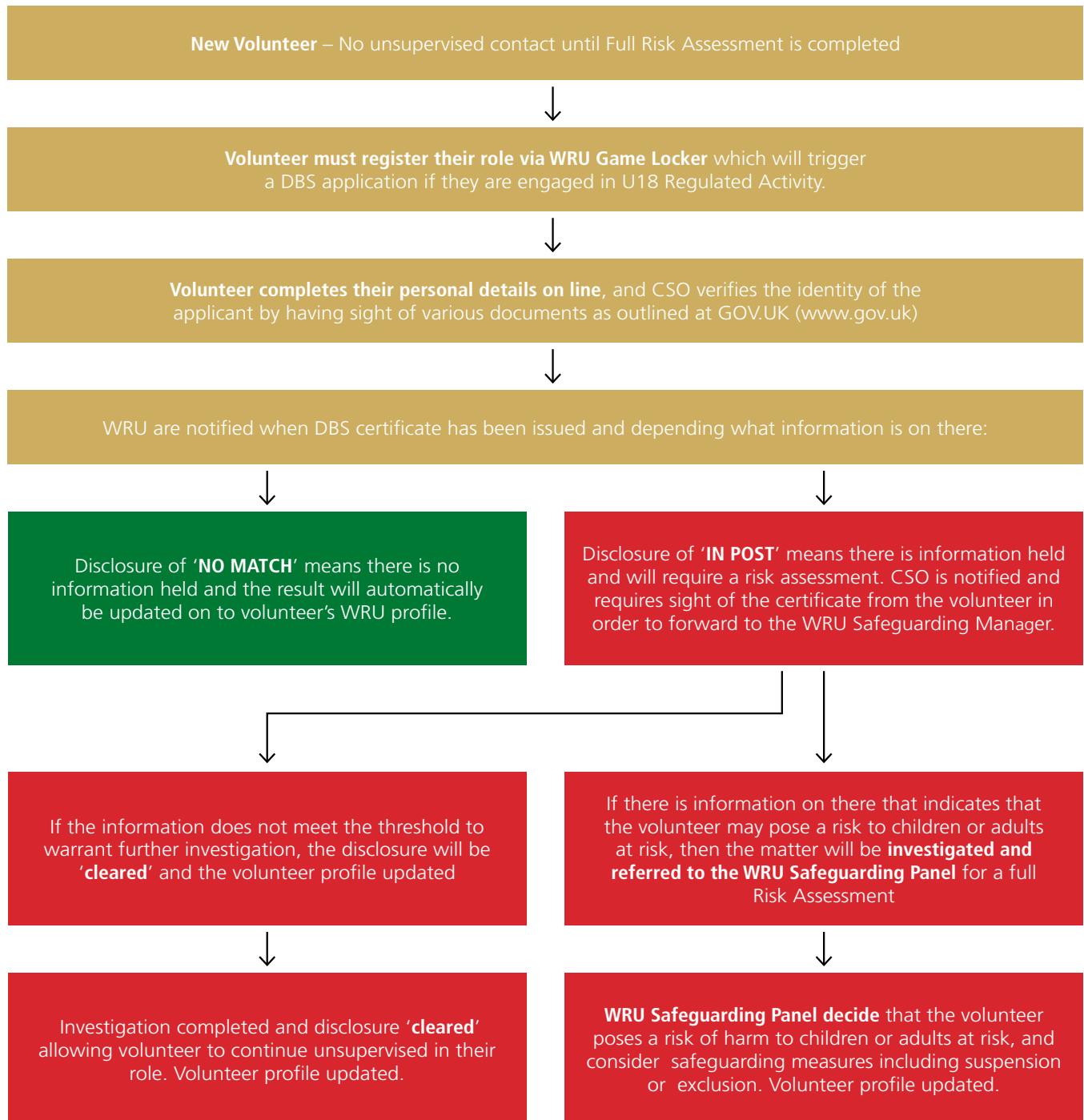


Case Management



Developing a Safeguarding Culture

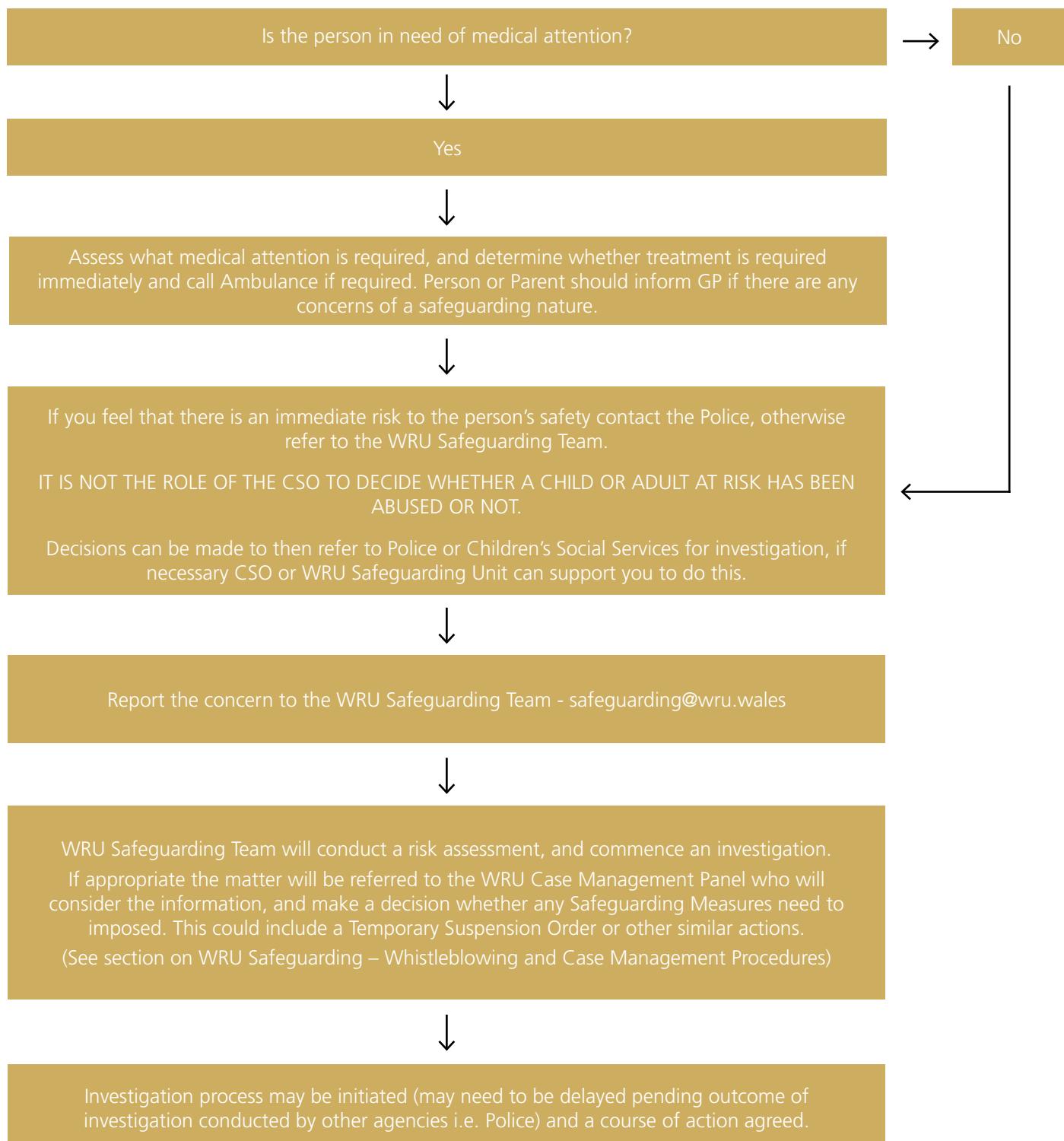
VOLUNTEER RECRUITMENT RISK MANAGEMENT FLOWCHART



RESPONDING TO ALLEGATIONS OF ABUSE (within or outside a rugby environment)

Follow the Six R's. Recognise what the issues are and ensure that the Child or Adult at Risk is Reassured. If there is a risk of further immediate abuse, take action and if urgent contact the Police. Record what is said or a summary of this and ensure that you Retain any written records.

Do not make promises of confidentiality.



RESPONDING TO AN ALLEGATION OF POOR PRACTICE

Information received of a misconduct or poor practice issue in a club (not reported to any other agencies) which is a breach of the Codes of Conduct



If possible ensure that the misconduct or poor practice does not continue.
The welfare of the Child or Adult at Risk is the paramount consideration



Immediately report your concerns to the Club Safeguarding Officer or a Club Official



CSO or Club Official will either :



Report the matter to the Club Committee
(Minor misconduct or poor practice matter)



Report the matter to the WRU Policy and
Integrity Team (Safeguarding or Discipline)

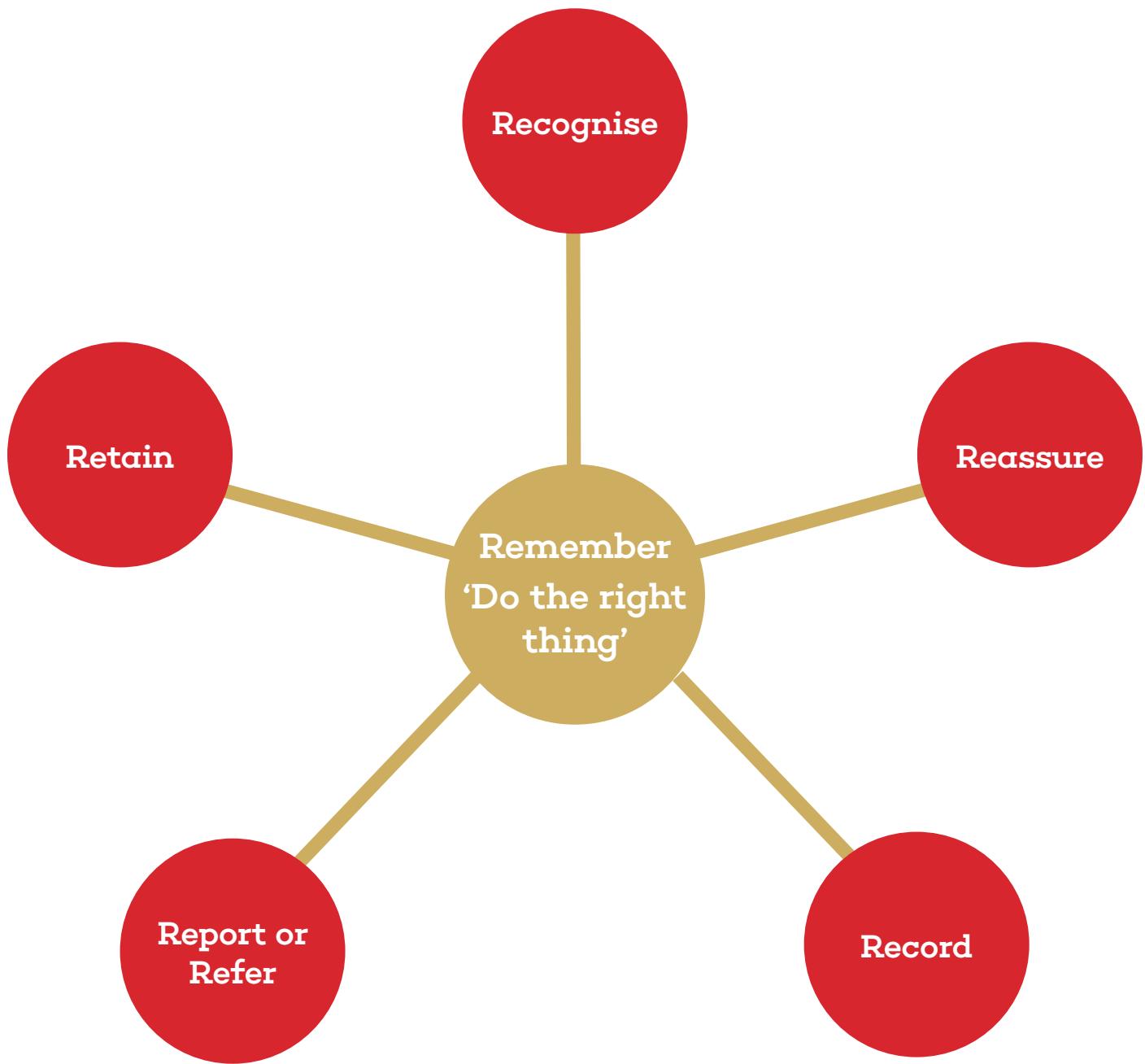


The matter will be dealt with as a Club Internal
Disciplinary Matter
(see section on Club Procedures for managing
cases of poor practice)



The matter will be dealt with by either the WRU
Safeguarding Panel or a WRU Disciplinary Panel

THE SIX R'S



ROLES AND RESPONSIBILITIES

The WRU are committed to supporting all affiliated clubs and other relevant bodies, who must appoint a designated Club Safeguarding Officer (CSO) to be the lead contact for safeguarding within that environment.

The WRU Code of Conduct sets out the standards that are expected, to ensure that we protect our players, officials, volunteers, referees and also the reputation and values of our Game.

There are separate Codes of Conduct relating to:

Players; Coaches; Team Managers and Club officials; Match Officials; Referee Advisors; Spectators; and social media and Communications each of which shall be applied accordingly.

For breaches of the Codes of Conduct, the WRU Safeguarding or Disciplinary Panel may impose such sanctions and penalties as it deems appropriate.

Affiliated clubs and other relevant bodies must:

- formally sign up to the WRU Policy and Procedures or adoption of a Club Policy that complies with WRU requirements.
- ensure that the Senior Management Committee or Board within the club recognise that they have overall responsibility for safeguarding.
- appoint a Club Safeguarding Officer (CSO) to manage safeguarding matters within the club, on behalf of the Club Board or Committee.
- appoint a Club Operations Manager to lead on Match Day Protocols and promote safe and inclusive environments, both internally and externally.
- ensure that the CSO has appropriate support from the Club Board or Committee in promoting and ensuring adherence to the Safeguarding Policy.
- ensure that there are accurate and reliable records of all volunteers who are involved in working with children and adults retained on the WRU database, including safeguarding compliance.
- ensure that the club support the WRU in conducting safeguarding investigations.
- ensure that the club have appropriate vetting and safe recruitment procedures for anyone working in regulated activity.
- ensure that members are able to easily access the safeguarding policy.
- ensure that members are able to readily identify and contact the CSO.
- ensure that CSO contact details are circulated to key groups within the club.



COACHES CODE OF PRACTICE

Coaching is a powerful catalyst for promoting positive behaviour within any sport. Coaches have a pivotal role in creating and shaping team culture and directly contribute to the enjoyment, fulfilment and achievement of those they coach.

Working with and for people is central to the effectiveness of a coach, to develop and build positive relationships with others. Coaches have a responsibility to lead and develop a positive optimal culture, that reflects the values of their club and Welsh Rugby, and ensures that everyone thrives, and is able to reach their potential.

Coaches must be qualified, vetted and competent, and those working with children in regulated activity also have a higher responsibility, being in a Position of Trust - a position of authority or responsibility over another.

The WRU Coaches Code of Practice outline the mandatory standards of ethical and professional behaviour that are expected and required from a Coach. The WRU Coaches Code of Conduct is aligned to the Code of Practice, to assist coaches in developing the key principles of good coaching practice.

CLUB SAFEGUARDING OFFICERS

Club Safeguarding Officers (CSO) operate in our affiliated clubs and other relevant bodies and are supported by the WRU Safeguarding Team in providing timely and assured advice and guidance, along with training opportunities to empower and up-skill our volunteer workforce.

CSO's should work closely with Team Managers, Coaches, Volunteers, Parents and Carers who should also understand the basic principles of safeguarding through good teamwork and communication, and formal training and education.

The responsibilities of a CSO are:

- complete the CSO induction process and commit to continuous professional development.
- promote the WRU Safeguarding Policy and Procedures within the club and ensure that the policy is available on the club website.
- promote a safe and inclusive environment to develop a safeguarding culture.
- co-ordinate and maintain compliance in relation to safe recruitment and retention of volunteers in regulated activity.
- first point of contact for anyone in the club regarding any safeguarding concerns.
- first point of contact for the Welsh Rugby Union regarding any club to manage issues.
- to manage safeguarding issues on behalf of the board Club's Board or Committee, who retain overall ownership and responsibility, ensuring that the board are fully apprised of matters and able to discharge their obligations.

PARENTS AND CARERS

Parents and carers should work with key personnel in the club to assist in developing a safe and inclusive environment by:

- Recognising that their parental/caring responsibilities continue, even though their child or person to whom they have a caring responsibility is temporarily in the charge of a Coach, or other relevant member of the Welsh rugby family.
- Reporting any safeguarding concern, particularly relating to their child or another child to whom they have a caring responsibility, irrespective of any concerns to the contrary.
- Ensuring that when placing their child or person to whom they have a caring responsibility under the temporary charge of another, they inform that individual of any health or welfare issue that may be relevant to the person's safe care.
- Recognising the potential harm that verbal abuse directed at children, who are playing or are officiating, could breach the WRU Safeguarding Policy and Procedures or the Codes of Conduct

ENGAGEMENT, EDUCATION AND ENFORCEMENT

The Welsh Rugby Union will deliver the core principles of safeguarding to all affiliated clubs and other relevant bodies through Engagement, Education and Enforcement.

The WRU work in partnership with affiliated clubs and other bodies in Welsh Rugby. However, they also work with statutory agencies and other organisations such as the Disclosure and Barring Service (DBS), Wales Sport Association (WSA), Sport Wales, the National Society for the Prevention of Cruelty to Children (NSPCC), Child Protection in Sport Unit (CPSU) and the Ann Craft Trust (Safeguarding Adults). These partnerships ensure that we have robust safe recruitment and effective risk management procedures in place. This is extremely important when recruiting employees and volunteers, within Welsh Rugby.

- **Engagement** - The WRU will engage with clubs, hubs and regions to provide support to ensure that they have safe environments through Leadership, Governance, Policy, and Communication.
- **Education** - The WRU are committed to educating volunteers, staff and club members to ensure that they have safe environments through Learning and Development.
- **Enforcement** - The WRU are committed to ensuring that there are safe and inclusive environments in Welsh Rugby, and provide leadership around safe recruitment, case management and quality assurance.

WHAT CAN PLAYERS DO TO SAFEGUARD THEMSELVES?

All players have the right to enjoy sport, free from all forms of abuse and exploitation, and to be involved in decisions affecting them. There are lots of things that players can do, and be involved in, to help promote their own welfare and safety. These include:

- Know their rights and responsibilities.
- Comply with the WRU Code of Conduct.
- Be familiar with the WRU Safeguarding Policy and Procedures and other Operational Guidance.
- Know how to raise any concerns that they have about themselves or others such as abuse, harassment and bullying.
- Support their peers generally, and most particularly by encouraging and helping them to speak out if they witness or have any concerns about their own or anyone else's welfare.

OPERATIONAL GUIDANCE FOR COACHES, TEAM MANAGERS OR OTHER VOLUNTEERS

The WRU have a host of resources on the Game Locker that can assist you to discharge your obligations in safeguarding children, young people and adults at risk and developing safe and inclusive environments:

- Coaches Code of Practice
- Safeguarding Kit Bag
- Cydweithio - Working Together in Welsh Rugby. A Guide for Coaches and Club Safeguarding Officers working with Children and Young People
- Rhieni Rygbi Cymru - A Guide for Parents in Welsh Rugby



WRU SAFEGUARDING

If you are in immediate danger or need immediate medical assistance contact the emergency services 999.

‘Don’t be a Bystander’

If you have any safeguarding concerns please contact the WRU Safeguarding Team via the Safeguarding Line or Safeguarding Mailbox

All concerns and reports that are made will be treated in a confidential manner, and all information held in strictest confidence

SAFEGUARDING & INTEGRITY LINE

02920 822 200

SAFEGUARDING MAILBOX

safeguarding@wru.wales

‘Don’t Tackle it Alone’





DIOLCH

