



## Jersey Rugby Football Club Safeguarding Children Policy August 2026

1. Jersey Rugby Football Club (JRFC) (referred to as 'the Club' herein) acknowledges its responsibility to safeguard the welfare of all children involved in the Club from harm.
2. The Club confirms that it adheres to the Rugby Football Union's (RFU) Safeguarding Policy and its procedures, practices and guidelines, and endorses and adopts the Policy Statement contained in that document and any successor policy.
3. The procedures meet the requirements of the [Children and Young People \(Jersey\) Law 2022](#) and local Multi-Agency Procedures and Policies.
4. A child is anyone under the age of 18 engaged in any rugby union activity. However, where a 17 year old player is playing in the adult game it is essential that every reasonable precaution is taken to ensure their safety and wellbeing are protected and that in accordance with Regulation 15. Further information about Regulation 15 is available [here](#).
5. The Key Principles of the [RFU Safeguarding Children Policy](#) are linked to Rugby's Core Values:

|               | What JRFC asks of members                                                                                                           | What JRFC will do                                                                                            |
|---------------|-------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|
| TEAM WORK     | Help create a safe environment; report concerns; support others; recognise safeguarding is shared responsibility.                   | Promote awareness; provide guidance; work with England Rugby and agencies; review safeguarding arrangements. |
| RESPECT       | Treat everyone with dignity; value diversity; listen to children; and encourage everyone to share good practice and raise concerns. | Foster openness; take concerns seriously; promote positive behaviour; communicate expected standards.        |
| ENJOYMENT     | Help make rugby enjoyable; encourage participation; support positive experiences.                                                   | Create a safe, welcoming environment; prioritise safeguarding and welfare; celebrate positive contributions. |
| DISCIPLINE    | Follow policies and codes; take responsibility; raise concerns.                                                                     | Respond appropriately to concerns; apply procedures fairly; take action where risks arise.                   |
| SPORTSMANSHIP | Demonstrate honesty, fairness and kindness; be a role model; challenge poor behaviour.                                              | Promote rugby values; support volunteers and officials; maintain a safe environment.                         |

6. The Club 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 or poor

practice. JRFC recognises that this is the responsibility of everyone involved, in whatever capacity at the Club.

7. Bullying of any kind is unacceptable. If bullying does occur, all players, parents/carers, volunteers and coaches should be able to speak up and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell the appropriate Manager, Club Safeguarding Officer, Designated Safeguarding Lead (Rugby Camps) or any Committee member. Further information about bullying can be found [here](#).
8. The Club will implement and comply with the RFU Code of Conduct and the Codes of Conduct for Coaches, Spectators and Officials as appropriate.
9. The Club will ensure that it has appropriate risk assessments in place which are available [online](#)
10. The Club will ensure its spectators, parents, members and officials are all aware of and have access to the club 'Photography and Use of Imagery' Policy.
11. The Club will follow the [RFU Cyber Guidance](#) for communication. Children should not be communicated with individually via email/online messaging directly. In any event where this is may be required a parent/guardian should be copied into any communication.
12. The Club Safeguarding Officer is Claire White: email [safeguarding@jfrfc.je](mailto:safeguarding@jfrfc.je) tel: 07797749393

If you witness or are aware of an incident where the welfare of a child has been put at risk you must, in the first instance inform the Club Safeguarding Officer. They will then inform the Constituent Body (CB) Safeguarding Manager (within Hampshire RFU) and the RFU Safeguarding Executive and where appropriate the Jersey Children and Families Hub / Multi-Agency Safeguarding Hub where [Jersey Safeguarding Partnership Board Multi-Agency Procedures](#) will be followed. If an incident involves the Club Safeguarding Officer you should inform the Club Chairman/Minis and Juniors Chair and either the CB Safeguarding Manager or the RFU Safeguarding Team.

13. All members of the Club who work with children in Regulated Activity must undertake an RFU Disclosure and Barring Service (DBS) check, in accordance with [RFU Regulation 21](#). Prior to the completion of a DBS check, all volunteers must complete the online Introduction to Safeguarding training which describes the categories of abuse and signs of abuse. JRFC is committed to best practice and will expect all volunteers to complete 'Play it Safe' every three years.
14. Where specialist training or other services (i.e. strengthening and conditioning) are sourced from an external provider, steps will be taken to ensure that any adults working with children in a Regulated Activity have received a DBS check. A DBS checked volunteer from the club will supervise any external activities.
15. This policy applies equally on tour/ during travel as at the club. When travelling if an adult is solely there supporting their own child they will not need DBS clearance, but they will if they are acting in any official capacity with other children. This would apply to those on bedtime or other supervisory duties. Further information about touring with children can be found [here](#)
16. The Club will ensure that all its members, whether they are coaches, parents, players or officials 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 the club, and may result in disciplinary action being taken by the club, the CB or the RFU:

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

17. The Club manages the changing facilities and arranges for them to be supervised by two DBS checked adults of the appropriate gender for the players using the facilities. JRFC ensures that all its coaches, parents, officials and spectators are aware that adults must not change at the same time, using the same facilities as children. Further RFU guidance is available [here](#)

18. The club will ensure that its coaches, team managers and other volunteers will receive the support and training considered appropriate to their position and role. The RFU 'Encouraging Positive Behaviour' Policy has been adopted and circulated amongst the Club workforce, both voluntary and paid.

19. Any events held on the Club's premises must comply with the Policy and if appropriate a Safeguarding Plan should be discussed and circulated to those affected. Any tours, overseas or domestic, undertaken by JRFC must comply with the relevant RFU Regulations and Guidance relating to tours.

20. Where Rugby Camps are held by JRFC (activities during school holidays which are not part of Minis & Juniors Age Grade activities), then the following requirements must be met in addition:

- JRFC will be registered under the Day Care of Children (Jersey) Law 2002
- There will be a Designated Safeguarding Lead (DSL) Myles Landick present at all Camp Sessions who in addition to Play it Safe will fulfil the requirements of the Jersey Child Care and Early Years Service Requirements.
- Appendix 2 sets out the reporting requirements for activities which fall under Day Care of Children (Jersey) Law 2002

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|---------------------------------------------------------|---------------------------------------------------------|
| <b>Michelle Clark</b><br><b>Minis and Juniors Chair</b> | <b>Claire White</b><br><b>Club Safeguarding Officer</b> |
| August 2026                                             | August 2026                                             |

#### Version control

| Version Number | Changes/Updates              |                |
|----------------|------------------------------|----------------|
| Version 1      | Safeguarding Children Policy | September 2019 |

|           |                                                                                                                                                     |              |
|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------|--------------|
| Version 2 | Updated to latest RFU template – added sections for bullying and tours.                                                                             | July 2021    |
|           | Section added re: use of external providers                                                                                                         | October 2021 |
| Version 3 | Updated to latest RFU template – inclusion of disciplinary action. Changed logo etc. - JRFC                                                         | August 2022  |
| Version 4 | Updated to include requirements for Registration with CEYS. Added PiS 3 yearly requirement. Updated / added links to revised guidance/policies etc. | July 2024    |
| Version 5 | Links changed to updated RFU Safeguarding Policy. Principles changed to reflect RFU policy changes                                                  | August 2026  |

## Appendix 1

Categories of Child Abuse [Safeguarding Children | Safeguarding Partnership Jersey](#)

| Category of abuse |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|-------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Physical          | This includes hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent fabricates the symptoms of, or deliberately induces illness in a child.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Sexual            | This includes forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (eg rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. Sexual abuse includes non-contact activities, such as involving children in looking at, including online and with mobile phones, or in the production of, pornographic materials, watching sexual activities or encouraging children to behave in sexually inappropriate ways or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children. In addition, sexual abuse includes abuse of children through sexual exploitation. |
| Emotional         | <p>Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent effects on the child's emotional development, and may involve:</p> <ul style="list-style-type: none"><li>• Conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person</li><li>• Imposing age or developmentally inappropriate expectations on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction</li><li>• Seeing or hearing the ill-treatment of another eg where there is domestic violence and abuse</li><li>• Serious bullying, causing children frequently to feel frightened or in danger</li><li>• Exploiting and corrupting children.</li></ul>                                              |
| Neglect           | Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance misuse, maternal mental ill health or learning difficulties or a cluster of such issues. Where there is domestic abuse and violence towards a carer, the needs of the child may be                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |

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|--------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                            | neglected.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Child Sexual Abuse and Exploitation (CSAE) | <p>Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.</p> <p>Child criminal exploitation is defined as the grooming and exploitation of children into criminal activity.</p> |

## **Appendix 2 Safeguarding Procedures for activities which fall under the Jersey CEYS Registration (i.e. school holiday rugby camps).**

### **Recognising Concerns**

All Camp Staff will receive appropriate training to be able to recognise signs and symptoms of abuse which include:

- unexplained changes in behaviour or personality
- becoming withdrawn
- seeming anxious
- becoming uncharacteristically aggressive
- lacks social skills and has few friends, if any
- poor bond or relationship with a parent
- knowledge of adult issues inappropriate for their age
- running away or going missing
- always choosing to wear clothes which cover their body.

Any concerns should be raised immediately with the Camp Designated Safeguarding Lead or Club Safeguarding Officer to seek advice and agree the next steps.

The Camp Designated Safeguarding Lead will discuss concerns with parents including:

- significant changes in children's behaviour
- deterioration in children's general wellbeing
- unexplained bruising, marks or signs of possible abuse or neglect
- children's or parents' comments which give cause for concern, including expressing extremist views
- any reasons to suspect neglect or abuse outside the setting, for example in the child's home; and/or inappropriate behaviour displayed by other members of staff/assistants, or any person working with children.

### **Reporting Concerns**

Consent should be gained from the parents to make a referral, however if there is a risk that the child may be in more harm by gaining their consent then consent is not needed, if a parent refuses consent, then seek advice as it is important to act in the child's best interest. Advice can be sought from RFU Safeguarding on 0208 8316655 or the Childcare and Early Years Service team on 01534 449387.

If the Camp Designated Safeguarding Officer / Club Safeguarding Officer are unavailable, then the Camp Staff member should contact the Children and Families Hub on 519000 or use the referral form on the website to report concerns.

### **If there is an immediate risk of harm call 999**

The RFU Safeguarding Team and Constituent Body Safeguarding Manager must be informed of all reported safeguarding concerns using the RFU Safeguarding Referral Form.

The Childcare & Early Years Service and the Jersey Designated Officer ([JDO@health.gov.je](mailto:JDO@health.gov.je)) must be informed of any allegations made regarding Camp staff /any adults associated with the Camp. Multi-Agency procedures will be followed: [MANAGING ALLEGATIONS FRAMEWORK - Multi-agency arrangements for managing allegations against people who work with children or those who are in a position of trust](#)