LUCTONIANS SPORTS CLUB

Safeguarding Policy

August 2026

Introduction

At Luctonians Sports Club we believe that taking part in our sport should be a positive and enjoyable part of children's lives.

Luctonians Ruby Football Club acknowledges its responsibility to safeguard the welfare of children and adults. Luctonians Sports Club confirms that it adheres to the Rugby Football Union's Safeguarding Policy and the procedures, practices and guidelines and endorses and adopts the Policy Statement contained in that document and any successor policy.

Through the implementation of this safeguarding policy and with the support of the coaches and volunteers, Luctonians will maintain the necessary professional approach and safeguards of good practice required.

In order to achieve this Luctonians has drawn up the following Safeguarding Policy to be implemented throughout the club, with appropriate personnel attending training courses sponsored by the RFU. It is the responsibility of all adults to protect children from all forms of abuse.

Members of Luctonians must recognise that they have a responsibility to:

- Safeguard and promote the interests and well-being of children they are working with or supervising
- Ensure that all adults who work with young people are aware of their role and responsibilities and that training opportunities are made available to them
- Take all reasonable practical steps to protect children from harm, discrimination or degrading treatment
- Respect players rights, and feelings.

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Principles of safeguarding

- Anyone under the age of 18 should be considered as a child or young person for the purposes of this document.
- The welfare of all children and young people is paramount.
- All children and young people, regardless of age, gender, ability, race, religion, ethnic origin, nationality, social status or sexual orientation should be able to enjoy the game in an environment safe from abuse of any kind.
- It is the responsibility of child protection professionals to determine whether abuse has taken place, but it is everyone's responsibility within Luctonians Sports Club to report concerns.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately as per RFU Policy and Procedures.
- Working in partnership with parents/carers is essential for the protection of young people.
- The RFU recognises the roles and responsibilities of statutory agencies in relation to safeguarding children/young people and promoting their welfare and is fully committed to complying with there procedures
- Coaches should always promote the positive aspects of their sport (e.g. Fair play) and never condone law violations or use of prohibited substances. Young people should not be allowed to drink alcohol if they are under the legal age to do so.
- Coaches should consistently display a high standard of personal behaviour.
- Coaches should never overtly criticize players or use language or actions likely to cause a player to lose self-esteem or confidence.
- Children have a right to expect support, and personal and social development delivered by an appropriately recruited, vetted and managed person in relation to their participation Luctonians Sports Club whether they are playing, volunteering or officiating in the community or professional areas of the sport.
- Luctonians Sports 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 and poor practice. Luctonians Sports Club recognises that this is the responsibility of everyone involved, in whatever capacity, at the club.

When we think about safeguarding, we apply a simple approach to help with the safeguard pathway. We refer to the system as the 4 R's of Safeguarding.

Recognising – The signs of abuse (appendix 1) Behaviours which cause concern or a niggling feeling something is not right.

Recording – The information you have, to the best of your ability, without adding your opinions and emotions.

Reporting – Report using the clubs safeguarding reporting process.

Referral – The club safe guarding officer will make a referral to the appropriate external agencies (police, children's social services, adult social care, LADO)

Recognising

In order to provide young people with the best possible experiences and opportunities at Luctonians Sports Club, it is imperative that everyone operates within an accepted ethical framework and demonstrates exemplary behaviour. This not only ensures the game makes a positive contribution to the development of young people, safeguards them and promotes their welfare, but also protects all personnel from allegations of abuse or poor practice.

The Club recognises that it is not the responsibility of employees or volunteers at Luctonians Sports Club to determine whether or not abuse is taking place. It is their responsibility to identify poor practice and possible abuse and to act if they have a concern about the welfare of a child or young person.

If you are concerned about a child, it is important that this is communicated to the Club safeguarding officer.

You may become aware of suspected or likely abuse because:

- You have seen something
- A child says they have been abused
- Somebody else has told you they are concerned
- There has been an allegation against a team member
- There has been an anonymous allegation
- An adult has disclosed they are abusing a child
- An adult has disclosed they were abused as a child

NB: It is not the responsibility of those working at Luctonians Sports Club to decide if abuse is taking place but it is their responsibility to act on any concerns and report these to the Safeguarding Team.

Recording & Reporting

When recognizing and reporting a safeguarding concern it is important that the following points are followed to allow for a timely and accurate response with the best outcome for all of those involved. Once reported the safeguarding officer may consult with RFU safeguarding board, Social services, police or other safeguarding professionals.

- Stay calm – do not rush into inappropriate action
- Reassure the child – that they are not to blame and confirm that you know how difficult it must be to confide, don't make any promises to keep things to your self
- Listen – to what the child says and show that you have taken him/her seriously.
- Record what has been said so that any facts/evidence has been recorded
- Report the safeguarding concern using by completing a SG concern online form using the QR code or following a link.

A child's parents/carers will be contacted immediately following advice from Social Services.

Every effort must be made to maintain the confidentiality of all persons concerned.

The RFU will make an immediate decision as to whether any individual accused of abuse should be temporarily suspended pending further Police and Social Services inquiries.

Irrespective of Police and Social Services findings the RFU must assess all individual cases under the appropriate disciplinary/misconduct procedure, to determine whether the accused person can be reinstated and how this can be sensitively handled. In such cases the RFU must make a decision based upon the information available. The child's welfare must remain paramount at all times.

Consideration should be given to what support may be appropriate to children, their parents or the coach/volunteer involved.

Where allegations prove to be unfounded, the RFU will work in a professional manner to ensure that the person concerned is given appropriate support to continue volunteering at Luctonians Sports Club

Safeguarding reporting – Fill out form

Referral

Once a safeguarding case has been logged with the club safeguarding officer, they will take time to review the detail, establish facts and gather any further information needed. This information will then be used to assess if the case needs to follow the clubs safeguarding procedure or if the case needs to be referred to external agencies or organisations to the club. **6**

Recruitment and selection of coaches and volunteers

Whether you work in a school, youth group or rugby club safer recruitment is important to us all. Luctonians Sports Club is committed to ensure all reasonable steps are taken to ensure that unsuitable people are prevented from working with children. It is essential that a consistent procedure is used at all times.

Luctonians agrees with the RFU recommendation that when undertaking pre- selection checks, they should adopt the following procedure:

- All adults who are in contact with young people should complete an application form.
- All adults who have "regular supervisory contact with young people" will undertake DBS disclosure in accordance with RFU Regulation 21.
- Where it is deemed appropriate, 2 references should be taken up, including at least one regarding previous work with children.
- The club will ensure that all information received is treated in the strictest confidence.

Application Form

Volunteers are the lifeblood of Luctonians Sports Club, without them the club simply wouldn't exist. Please complete the short application form to submit your interest in becoming a volunteer at the club. Once a form has been submitted you should normally receive a reply within 7 days with information on the next steps.

Volunteer expression of interest – Fill out form

Appendix 1.

Emotional abuse

This occurs when individuals persistently fail to show young people due care with regard to their emotional welfare, when a young person may be constantly shouted at, threatened or taunted, or be subjected to sarcasm and unrealistic pressures. There may also be over- protection, preventing young people from socializing, or bullying to perform to high expectations. The young person may lose self-confidence and may become withdrawn.

Emotional abuse may occur when coaches, volunteers or parents:

Abuse by neglect

This occurs when a young person's essential needs for food, warmth and care both physical and emotional are not met.

Neglect may occur when:

Physical abuse

This occurs when individuals, including other young people, deliberately inflict injuries on a child or young person, or knowingly do not prevent such injuries. It includes injuries caused by hitting, shaking, squeezing, biting or using excessive force. It also occurs when young people are given alcohol, or inappropriate drugs, or there is a failure to supervise their access to these substances.

Physical abuse may also occur when:

Sexual abuse

Girls or boys can be abused by adults (both male and female) or other young people. This may include encouraging or forcing a child or young person to view or take part in sexual activity.

Sexual abuse may occur when:

- An adult uses the context of a training session to touch young people in an inappropriate sexual way.
- Coaches, managers or volunteers use their position of power and authority to coerce young players in a sexual relationship.

Appendix 2

Photography

Luctonians (Mini and Junior Section) recognises the need to ensure the welfare and safety of all young people. As part of our commitment to ensure the safety of young people we will not permit photographs, videos or other images of young people to be taken or used without the consent of the parents/guardian and the young person.

The Club will follow the RFU guidelines for the use of images of young people.

The Club will take all steps to ensure these images are used solely for the purposes they are intended, which is the promotion and celebration of activities of the club.

If you become aware that these images are being used inappropriately you should inform the Club Safeguarding Officer.

If at any time either the parent/guardian or the young person wishes the data to be removed from the website, the Club's Safeguarding Officer should be informed.

Data protection

Information collected by the RFU, or by affiliated clubs on behalf of the Governing Body, particularly personal details relating to young persons, is subject to the Data Protection Act.