



#Letusplay

WRU SAFEGUARDING POLICY - EASY READ VERSION





How to use this document?

This is an easy read document. But you may still need support to read it. Ask someone you know to help you. Words in red bold writing may be hard to understand. You can check what the words mean below.



Introduction

One of the Welsh Rugby Union's most important jobs is to keep everyone involved in rugby safe. So we have written a document - a safeguarding plan - that shows how we will do that.

What does **Safeguarding** mean?

Safeguarding means protecting people - especially children and some adults - from being harmed or abused.

What does **Safeguarding** mean in Welsh Rugby?

Safeguarding is looking after people, protecting people from harm and ensuring that rugby environments are safe. Club Safeguarding Officers, Coaches, Team Managers. Medical Staff and Club Officials all have safeguarding responsibilities.

What are **Rugby Environments**?

These are rugby clubs, hubs and regions, this also applies to affiliates of the Welsh Rugby Union.

What are Affiliates?

Affiliates are a group who form a close relationship with another, usually larger group or organisation.

What are Club Safeguarding Officers?

Club Safeguarding Officers are volunteers and staff who make sure that children and adults are safeguarded.

What are Club Officials?

Club Officials are volunteers or paid staff, who are often referred to as Committee or Board Members.

What Safeguarding responsibilities do Club Officials have?

Club Officials have ultimate responsibility for safeguarding in their organisation governance in their clubs, and should work with the Club Safeguarding Officer.

What Safeguarding responsibilities do Coaches, Team Managers and Medical Staff and Volunteers have?

They all work with children in regulated activity.





What is **Regulated Activity**?

This is where people have regular unsupervised contact with children and adults, and need to be vetted.

What is **Vetting**?

Vetting is Safe Recruitment, it's checking people before they engage in regulated activity to ensure that they are suitable to work with children or adults.

What is **Poor Practice and Abuse**?

Poor practice is where someone's behaviour falls below the expected standards, and abuse is where someone is harmed. This should be reported. Reporting is sometimes referred to as whistleblowing. This may result in the involvement of statutory agencies who work together to establish what has happened if someone is harmed.

What are **Statutory Agencies**?

These are agencies that aim to protect individuals but also investigate if something does happen, such as Police or Social Services.

What are the WRU **Safeguarding Policy and Procedures**?

These are in place to assist everyone in Welsh Rugby to protect individuals from harm and keep people safe in Welsh Rugby. They are the guidelines and plans that set out how we protect people from harm.

What are the WRU **Codes of Conduct**?

These are a set of rules that people involved in rugby have to follow both on and off the field. It sets standards of behaviour within Welsh Rugby.



What are the **Coaches Code of Practice**?

The WRU Coaches Code of Practice aims to provide clear guidance on the expected standards of conduct that coaches should adhere to as role models, and in a Position of Trust when coaching children.

What is a **Position of Trust**?

Coaches who are working with children have an added level of responsibility to ensure that they create and maintain safe environments in relation to the players that they coach, to ensure that they are appropriately safeguarded.

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What questions should you ask about in relation to Safeguarding at the Club, Hub or Region?

These are some questions that children or parents can ask to ensure that there is a safe and inclusive environment at the club.

Have the volunteers completed a safe recruitment process?

It's important that volunteers are vetted, that checks are completed to ensure that they are suitable to be coaching or volunteering with children. Would you let a stranger in your house without asking them any questions?. All coaches and volunteers must register with the WRU.

Does the club have a Safeguarding Policy to safeguard children?

The club should have a policy and can adopt the WRU Policy as their own. There are different versions of the policy and this includes an abbreviated shorter version and a full version.

What happens if there is an accident or injury, is there a First Aider attached to the team?

Every team should have a qualified First Aider attached to the team. The WRU provide First Aid Training for Rugby, and this can be booked via the Game Locker.

Who can you talk to regarding any concerns?

There should be a designated Club Safeguarding Officer at the club.

Every club, hub and region should have a Club Safeguarding Officer, they may be a volunteer or a member of staff. They will be able to advise and support you if you have a concern as they have been trained in basic safeguarding practice. You may be more comfortable speaking to another person such as a Coach or Team Manager, but if you have a concern tell someone about it.

Are the Coaches qualified?

Coaches should be qualified and have attended a coaching course at a level relevant to the group that they coach.

What training have the coaches received?

Your club can tell you what level of training their coaches have. Safeguarding modules are included in coaching courses, so that Coaches should have a basic understanding of safeguarding practice. The WRU also provide generic safeguarding training for Coaches, Volunteers and Staff if they are working with children or adults at risk.

Who to Report to?

In the event that abuse or harm is suspected, the following action should be taken:

Report your concern immediately to the Club Safeguarding Officer or Report the concern immediately to the WRU Safeguarding Team.

The Club Safeguarding Officer or the WRU Safeguarding Manager must refer the matter without delay to Social Services and/or the Police. If the Club Safeguarding Officer takes this step they must also inform the WRU.

If a child or adult is in immediate risk and action needs to be taken urgently, a 999 call must be made to the Police.



Reporting and Responding: Whistleblowing

Contact:

029 2082 2200

integrity@wru.wales

All DBS enquiries:

dbes@wru.wales

All Safeguarding enquiries:

safeguarding@wru.wales



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 you can do, and be involved in, to help promote your own welfare and safety.

These include:

- Know your rights and responsibilities.
 - You will have responsibilities to comply with the WRU Code of Conduct, and also those related to specific areas such as anti-doping. Athletes' rights and options should be made clear to you.
 - Be familiar with the WRU Safeguarding Policy and Procedures and Coaches Code of Practice.
 - These resources will have information about what you can expect the organisation to do to look after your well-being, and what is expected of you and other people such as parents and coaches.
 - Know how to raise any concerns.
 - Ask questions if you don't understand something.
 - It's important that you can talk to someone you trust if you have concerns about anything that might be happening to you, or anyone else, in or outside of their sport, this could include abuse, harassment and bullying.
 - You should also consider what support systems are in place such as family, friends, teachers, coaches.
 - Ask for support as you transition through the system.
 - Transitions can involve entering top-level sport, moving from junior to senior ranks, deselection, appeals, and leaving top-level sport.
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- Transitions can be really hard; support should be provided to help you navigate through the process. There should be inductions that provide information about how the system operates and what support is available. This should be part of a continuous conversation about your sport and life after top-level sport.
 - Seek opportunities to become a voice for player welfare.
 - Look for opportunities to get involved and become a voice in decision-making about player welfare and protection. The WRU have mechanisms in place to consult children, young people and parents as part of their reviews of safeguarding policies and practices.
 - Support your peers.
 - Supporting your peers by encouraging and helping them to speak out if they witness or have any concerns about their own or anyone else's welfare.



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