



SAFEGUARDING POLICY

The Guernsey Rugby Academy believes that taking part in our sport should be a positive and enjoyable part of children's lives.

We want to make sure that children who play rugby at the Academy and in the adult teams of the Guernsey Rugby Football Club are protected and kept safe from physical, sexual and emotional harm.

To support this objective, the Academy strives to ensure that:

1. It complies with the RFU requirements with regards the enhanced and barred Disclosure and Barring Service checks (DBS) for coaches, managers and volunteer helpers working with young people under the age of 18;
2. All Coaches and Team Managers will have attended the RFU Play It Safe and Rugby Ready, ideally before they begin working with children, but if not as early as is practicable, and this training is refreshed in accordance with RFU policy;
3. All Coaches and other volunteers will have a job description or framework for their role at the Academy and as responsible adults will be easily identifiable for parents, guardians and players;
4. It will follow an RFU approved Equity Policy;
5. It will follow the States of Guernsey 'Digital Images in schools' policy as far as is practicable;
6. All Coaches and Team Managers adopt best practice in their use of social media with players;
7. All Coaches will be qualified as appropriate before they become the Lead Coach of an age group;
8. It encourages and helps its coaches to stay up-to-date with rugby, coaching, equity and safeguarding issues;
9. All coaches and team managers have signed a Coach's Code of Conduct and support its aims;
10. It keeps records of membership, player registration and parental consent on the Game Management System as set out by the RFU; and documents accidents, out of grade applications and discipline matters in accordance with the Bailiwick's Data Protection Law and as directed by the RFU;
11. Through the Guernsey Rugby Association Safeguarding Officer, whose role it is to deal with any disclosures of suspected neglect, abuse or poor practice in rugby union in the Bailiwick, that the Academy will follow best practice and provide coaches and parents with support and advice;
12. It will promote 'fair play' and observe the 'half game' rule, working within both the spirit and the letter of the RFU Continuum.

GRA Safeguarding Officer

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