



Hampshire Rugby Referees Ltd Safeguarding and Child Protection Policy

1. Keeping Children and Adults Safe

- 1.1. Safeguarding is a matter taken very seriously by Hampshire Rugby Referees Ltd and all its members. We will use the RFU Safeguarding policy as the framework that we work within [Link](#)
- 1.2. The referee society understand that when officiating rugby where children are playing we will look to ensure that we provide a safe, secure and enjoyable environment, and adhere to the principles laid out in section 7 of the Age Grade Rugby Code of Practice [Link](#) and RFU Regulation 21 [Link](#)
- 1.3. Hampshire Rugby Referees Ltd has a dedicated Safeguarding Officer, any concerns or questions please contact them on the contact e-mail address or telephone number below
- 1.4. To endeavour to ensure we deliver this safe environment for both young players and young match officials to enjoy their rugby experience we will undertake the following activities and actions:
 - 1.4.1. We will, wherever practicable, appoint a DBS checked referee to U18 matches. They must also have signed to say they have read and will adhere to the RFU Safeguarding Policy
 - 1.4.2. Hampshire Rugby Referees Ltd will run "Play it Safe" Courses and seminars for its members and CMODs, in line with RFU Best Practice
 - 1.4.3. Safeguarding will be a standing item on the agenda of all executive meetings
 - 1.4.4. Under 18 Match Officials will only be managed and mentored by members whom have a current DBS and have undertaken the "Play it Safe" course (To be completed in the 2019-20 season)
 - 1.4.5. Under 18 Match Officials will receive a presentation on what Hampshire Rugby Referees Ltd will do to support them to be safeguarded themselves, we will also invite their parents
 - 1.4.6. Videoing Games/Referees for Training/Development
 - If the society wishes to video an U18 Game – they must have permission from BOTH clubs'
 - If the society wishes to video an U18 Referee – they must have parental permission
 - 1.4.7. Review the policy annually and update as required

2. Contact numbers

- NSPCC 24 hour Freephone: [0808 800 5000](tel:0808 800 5000)
- RFU Safeguarding Line (an unmanned 24 hour answerphone service): [0208 831 6655](tel:0208 831 6655)
- Hampshire Rugby Referees Society Safeguarding Officer: Dean Crossley 07717835089
- RFRU Safeguarding Officer: [Link to RFRU website](#)

3. Resources to be consulted for up to date safeguarding advice and recommendations

- England Rugby – [Safeguarding Children](#)
- England Rugby – [Safeguarding Adults](#)
- England Rugby – [Reporting an issue](#)
- The Child Protection In Sport Unit (CSPU) - [Keeping Children Safe in Sport](#)
- NSPCC – [What to do if you suspect abuse or are concerned about the welfare of a child](#)

If you suspect any concerns around safeguarding, do not hesitate to seek advice.

In an emergency, if a child is in immediate danger, call 999

4. Child protection policy

4.1. Hampshire Rugby Referees Ltd have adopted the RFU's Safeguarding Policy

4.1.1. When refereeing young players match officials should:

- Recognise the importance of fun and enjoyment when officiating young players
- Appreciate the needs of the players
- Be a positive role model
- Recognise that safety is paramount
- Provide positive verbal feedback during games
- Explain decisions – most young players are still learning
- Not tolerate verbal abuse

5. Match Officials MUST NOT

- Change in the same area as young players
- Shower with young players – agree with the coaches a timetable
- Be alone with young players at any time – if a young player comes into the dressing room ensure another adult is present
- Unless in an emergency, administer first aid
- Check studs without the coach being present
- Allow a young player to continue playing if you have doubts about their fitness to do so
- Tolerate bad language from young players
- Overtly criticise young players or use language which may cause the player to lose confidence or self esteem
- Make sexually explicit remarks to young players even in fun
- Engage in any inappropriate contact with young players
- Give a lift to a player unless there are other young people or adults in the car and the parents are aware and informed
- Take a young player to your home

6. Match Officials MUST ALWAYS

6.1. Report, in writing, to the Club or CB Safeguarding Officer and/or the RFU Safeguarding Team, behaviour by adults which you feel contravenes the RFU Safeguarding Policy

- Verbal bullying by coaches/parents/spectators
- Physical abuse by coaches/parents/spectators
- Inappropriate or aggressive contact by an adult to a young person
- Verbal abuse directed at you by young people or adults

REMEMBER “*The welfare of all young people is paramount*”

Signed (on behalf of Hampshire Rugby Referees)

Dean Crossley (HRR Safeguarding Officer)

Start Date of Policy 1st September 2019

Review by 31st August 2020