

# CLUB WELFARE POLICY

Farnborough Rugby club aims to provide young people with the opportunity to learn the game of rugby union in a safe environment, in accordance with RFU/RFUW recommended good practice. It is our responsibility to ensure that all young people can enjoy rugby in a safe, enjoyable environment. The welfare of young people is paramount. All young people, whatever their age, gender, culture, ability, language, religious beliefs, racial origin or sexual identity should be able to enjoy the game in a fun environment, safe from abuse of any kind.

The club has in place welfare policies with an implementation and monitoring programme. A designated Club Welfare Officer is appointed with representation on relevant club committees.

The welfare policy, codes of conduct and good practice will be published and available to show the clubs commitment to providing a safe environment. The Club will ensure that all coaches sign up to the relevant codes.

The club has in place procedures to deal with complaints or concerns, which are available to all club members. It will identify a disciplinary panel, which will, where necessary, manage cases of poor practice or abuse.

The Club will provide training opportunities for adults who work with young people. Parents/carers will be made aware of what the organisation and coaches are doing and also of the correct procedures to express any concerns they may have.

The club will have an Equity Policy and all discrimination will be challenged and prohibited.

The club will ensure that all adults who regularly supervise young people undertake Enhanced Criminal Records Bureau disclosure.

The club will ensure guidelines are in place to control and monitor the use of photographic images of children.

The club will monitor coaches and provide them with feedback with particular reference to "poor practice"

The following documents form the Club's Policies and Codes of Conduct. They will be updated as necessary.

The Child Welfare Officer for Farnborough Rugby Club is –  
Mrs Michelle Dring (01252 261765/ 07825 544467)  
and the Deputy Officer is –  
Mr Dave Schofield (07710 418883)

If you are worried or concerned about any issue to do with Child Protection, please do not hesitate to give us a call.

We can assure you that all issues are dealt with in complete confidence.