



Sale Sharks Rugby Club - Safeguarding Policy (Abridged July 2024)

All allegations or suspicions of abuse, neglect, harm or discrimination will be acknowledged, taken seriously, recorded, investigated and acted upon.

Sale Sharks acknowledges its responsibility to safeguard and protect the welfare of all persons, particularly children and vulnerable adults, involved with the club from any harm.

Sale Sharks have a designated Head of Safeguarding (DSL – designated safeguarding lead) Carol Baker. (carol.baker@salesharks.com,) Who is available for advice support and guidance as well as recording and investigating incidents.

Sale Sharks have a designated email address to report incidents confidentially safeguardingreporting@salesharks.com

Sale Sharks adheres to the Rugby Football Union's (England Rugby) Safeguarding Policy, its procedures, practices reporting and guidelines.

A child is anyone under the age of 18

A vulnerable person is anyone over the age of 18 years who may be unable to protect themselves from abuse, harm or exploitation, which may be, by reason of illness, age, mental incapacity, disability or any other type of physical or mental impairment.

Key Principles

The welfare of the child/ vulnerable adult is and must always be, paramount to any other considerations.

All participants regardless of age, gender, ability or disability, race, faith, culture, size, shape, language or sexual identity have the right to protection from abuse or harm. (Including all adults).

Working in partnership with other organisations, statutory agencies, parents, carers, children and young people; is essential for the welfare of everyone.

Children and vulnerable adults have the right to participate whilst involved with **Sale Sharks** and its associated activities in a safe, positive and enjoyable environment whilst at the same time being protected from abuse, neglect, harm and poor practice.

Children and vulnerable persons have the right to expect support, personal and social development, delivered by appropriately recruited trained and vetted persons, in relation to their participation in activities, whether they are playing, volunteering or officiating in the community or in a professional area of the sport.



Sale Sharks recognises that this is the responsibility of everyone involved, whatever their capacity, at the club to protect and safeguard children and vulnerable adults. All persons at **Sale Sharks** who work with children and adults at risk, in a regulated activity* will undertake a Disclosure and Barring Service (DBS) check via England Rugby to an enhanced level of clearance ; along with the requisite eLearning courses in Safeguarding and Head Injury (concussion) training , this is in accordance with the England Rugby - RFU Regulation 21.

Sale Sharks will ensure that all its members, whether they are coaches, parents, players or officials, will comply with the best practice guidance and Sale Sharks' Code of Conduct and its policies.

The following are **NOT** acceptable and will be treated seriously if contravened. Child can also be interpreted as Adults at Risk in certain circumstances.

- Working alone with a child or vulnerable adult, (except in specific and assessed situations with prior risk assessments having taken place and permissions agreed).
- Consuming alcohol whilst responsible for children or vulnerable adult.
- Providing alcohol or drugs to children or allowing their supply.
- Smoking in the presence of children.
- Humiliating or bullying children or vulnerable adults .
- Inappropriate or unnecessary physical contact with a child or vulnerable adult.
- Having an intimate or sexual relationship with any child as a result of a person being in a 'position of trust.'
- Having any sexual relationship or contact in any form, making sexually explicit comments or sharing sexually explicit material.

Sale Sharks will ensure that its staff, coaches, managers, medical teams etc. will receive the support and training considered appropriate to their position and role.

Carol Baker Head of Safeguarding
Carol.baker@salesharks.com
07786 367631

***Regulated activity**, within rugby, the position must meet the following criterion:

- The activity must involve teaching, training, instruction, care or supervision of children or adults at risk.
- The activity must also be carried out by the same individual frequently, which is once a week or more, or, on 4 or more days within a 30-day period,
- Overnight (between the hours of 00.01-06:00).
- The individual must be aged 16 or over.
- The activity may also be unsupervised.