



NEWCASTLE RUGBY LIMITED AND NEWCASTLE RUGBY FOUNDATION

SAFEGUARDING POLICY 2024/25

CHILD PROTECTION AND VULNERABLE ADULTS

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NEWCASTLE RUGBY FOUNDATION & NEWCASTLE RUGBY

1. INTRODUCTION

Newcastle Rugby limited, Newcastle Rugby foundation and includes Newcastle Falcons Academy and Development Player Programme (DPP). Is committed to safeguarding the welfare of children, young people and adults at risk of harm. We believe that everyone has a responsibility to promote the welfare of all. The Club expects all staff, players, volunteers, contractors, partners and guests to share this commitment and believes that all have a responsibility to report any concerns to the Club should they be concerned about the welfare of any child, young person or vulnerable adult.

The Club is committed to ensuring that:

- The safety and welfare of children, young people, and adults at risk, whilst under the care of the club is paramount.
- All children, young people, and vulnerable adults, that engage with the club, regardless of age, culture, social background, disability, gender, language, racial origin, religious belief and/or sexual identity have the right to safety and protection from abuse or harm.
- All suspicions, reports and/or allegations of abuse will be taken seriously and investigated thoroughly which may involve the appropriate local authority teams and Police where necessary.
- Appropriate action is taken if/when necessary, following any investigation of reported poor practice.

Ensuring the safety of everyone involved with the Newcastle Rugby Foundation and Newcastle Rugby Ltd is of the upmost importance to us. We believe that everyone has a responsibility to promote the welfare of children, young people and vulnerable adults, to keep them safe and to practise in a way that protects them.

We will make sure that everyone has the same protection regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation.

2. ORGANISATIONS

Newcastle Rugby Foundation –

Registered charity no. 1107851 who encompasses both Falcons Community and Thunder Community

Newcastle Rugby Limited, Newcastle Falcons Academy and Development Player Programme (DPP). –

Company no. 11331155 who encompass both Newcastle Falcons and Falcons events.

Newcastle Rugby Foundation and Newcastle Rugby Ltd recognises that the safety, health and wellbeing of players is paramount. It is important that staff understand what factors may make a child or vulnerable adult and be aware of hidden vulnerabilities which may impact on the players safety, health, wellbeing, and performance.

The wellbeing of children and vulnerable adults is paramount for all staff and accordingly, they must make themselves aware of the Club's Safeguarding Policy and procedure. Where appropriate, the guidelines will be supplemented by in-service training and additional guidance or policies.

The Club is governed by the rules and regulations set out by several key governing agencies including Rugby Football League and Rugby Football Union's Safeguarding Policy and Code of Conduct and the procedures, practices and guidelines contained within it.

The content of this policy is underpinned by legislative and statutory documents and policies as presented by these key governing agencies.

3. PURPOSE

Aim of Policy

- 1)** To ensure the early identification of any safeguarding, health or wellbeing concerns regarding participants, players, or staff.
- 2)** To work with the coaching staff and the management to ensure that effective safeguarding procedures are in place.
- 3)** To ensure that all staff understand their own safeguarding responsibilities including recording and reporting pathways.
- 4)** To develop a positive and pro-active welfare programme that enable all to participate in an enjoyable, safe, and welcoming environment.
- 5)** To ensure that up to date safeguarding training is provided to all staff.
- 6)** Where safeguarding concerns are identified, the club will work with any the RFU/RFL and multi-agency partners to provide an effective, appropriate response.
- 7)** To provide community confidence and reassurance.

Newcastle Rugby foundation, Newcastle Rugby Ltd, including Newcastle Falcons Academy acknowledges its responsibility to safeguard the welfare of every child, young person and vulnerable adult who has been entrusted to its care and is committed to working to provide a safe environment for all its members.



Key documents underpinning this policy include:

- 'The Children Act' (1989) - HM Government
- 'Every Child Matters – Change for Children' (2003) - HM Government
- 'Safeguarding Vulnerable Groups Act' (2006) - HM Government
- 'Working Together to Safeguard Children' (2018) - HM Government
- 'Keeping Children safe in Education' (2014) - HM Government
- 'Human Rights Act' (1998) - HM Government
- 'No Secrets' (2000) - Department of Health
- RFU Safeguarding policy
- 'Standards for Safeguarding and Protecting Children in Sport' (2005) - NSPCC CPSU
- RFL Safeguarding Policy (revised version 2007)

Newcastle Rugby Foundation and Newcastle Rugby Ltd will identify and safeguard any vulnerable Children and adults in the club and will work in partnership with the staff, players and any multi agency partners to implement appropriate safeguarding measures, pathways, and support. This may include working with partner agencies in attending and supporting any child protection plan, including sharing information to safeguard a child or adult.

4. SCOPE

This policy applies to all Newcastle Rugby foundation, Newcastle Rugby Ltd and Newcastle Falcons Academy employees and volunteers, working on behalf of the organisations. The policy has five main elements:

- Ensuring we practice safe recruitment in checking the suitability of staff and volunteers to work with children and young people and vulnerable adults.
- Raising child and adult protection safeguarding awareness and equipping all staff with the skills needed to keep them safe.
- Developing and then implementing procedures for recognising, responding, reporting, and referring safeguarding issues or allegations of abuse.
- Supporting all children, young people, and vulnerable adults within all club activities by establishing a safe environment in which they can learn, develop, and thrive.

5. RESPONSIBILITIES

Newcastle Rugby Foundation and Newcastle Rugby will:

- 1.** Have a senior board level lead with the required knowledge, skills, and expertise or sufficiently qualified and experienced to take leadership and governance responsibility for the organisations safeguarding arrangements.
- 2.** Appoint a Designated Safeguarding Lead (DSL) for both organisations for child and vulnerable adult safeguarding. They are responsible for the implementation of this policy within Newcastle Rugby staff, volunteers, and activities. A deputy safeguarding officer(s) (DSO) will be appointed. All Safeguarding matters will be reported to the Board of Directors at least twice per year. The DSL is responsible for the safer recruitment and ensuring the training of staff and volunteers within the organisation. The DSL is also responsible for the Newcastle Falcons Academy and Falcons events, although they may choose to appoint a deputy for these business areas.
- 3.** We will ensure all employees and volunteers know the name of the DSL and any Deputy Safeguarding Officers.
- 4.** Create a culture of safety, equality, and protection within the services we provide.
- 5.** Adopt a culture of listening to children and adults at risk, taking account of their wishes and feelings, both in individual decisions and the development of services.
- 6.** Ensure safe recruitment practices are always followed. This includes obtaining Disclosure and Barring Service (DBS) certificates for any new staff and ensuring they are renewed at least every three years. In line with safe recruitment, all employees will provide two references from previous employers.
- 7.** Ensure clear whistleblowing procedures, which reflect the principles in Sir Robert Francis' "Freedom to speak up review" and are suitably referenced in staff training and codes of conduct. We will create a culture and environment that enables staff to raise concerns about safeguarding with confidence that they will be addressed.

8. Have clear escalation policies for staff to follow when their safeguarding concerns are not being addressed within their organisation.

9. Staff and volunteers are given mandatory training in line with the Governing Body requirements, which includes familiarisation with child protection responsibilities and the procedures to be followed if they have any concerns about a child's or vulnerable adults safety or welfare.

10. We ensure that our staff are competent to carry out their responsibilities for safeguarding and promoting the welfare of children and vulnerable adults. Staff understand their responsibilities in recognising the signs of abuse, they understand how to respond to safeguarding concerns, they know where to record concerns and the referral mechanisms.

11. Ensure that any allegations against members of staff or volunteers, from a child or vulnerable adults protection aspect, are dealt with urgently via the DSL or DSO.

12. Keep records of children and vulnerable adults' welfare and protection concerns, even where there is no need to refer the matter immediately. These are to be kept confidentially in accordance with relevant General Data Protection Regulations and reporting system.

13. Staff will be given sufficient time and support to fulfil their child welfare and safeguarding responsibilities effectively.

14. Provide appropriate supervision and support for staff, including undertaking safeguarding training.

15. All staff will have regular reviews of their own practice to ensure they have the knowledge, skills and expertise that improve over time.

16. Ensure that all other Newcastle Rugby Foundation policies which have a safeguarding element are all consistent and cross-referenced with this policy.



17. Ensure adherence to the Rugby Football League and Rugby Football Union's Safeguarding Policy and Code of Conduct and the procedures, practices and guidelines contained within it.

18. Ensure all staff and volunteers receive and sign an undertaking that they understand and adhere to this policy and procedure.

Governing Bodies (RFU & member CBs, RFL)

- Appoints a lead officer to manage its safeguarding programme.

- Works in partnership with GBs, clubs, police, local Children's Services departments and the NSPCC.

- Manages DBS clearance and notifies the DBS of anyone suspended or removed from the children's or vulnerable adults workforce because they have harmed or pose a risk of harm to a child or adult at risk, satisfied the harm test, or received a caution or conviction for a relevant offence.

- Co-ordinates a safeguarding programme through a network of volunteer CB Safeguarding Managers (CBSM) and Club Safeguarding Officers (CSO) and provides appropriate training and support to them.

- Ensures that there is an up-to-date safeguarding plan supported by policies, procedures and practices.

- Provides training and support for the wider paid and volunteer workforce.

- Manages incident referrals in accordance with RFU/RFL regulations and protocols.

- Takes disciplinary action against those who breach RFU Regulations.

6. POLICY DEFINITIONS

Child – Defined by the Law as a person aged under 18 years of age.

Young Person – Aged between 14 and 19 (Please note that within the Policy and Procedures a Young person will be referred to as child)

The Club – Refers to Newcastle Rugby Ltd or Newcastle Rugby Foundation. It's workforce, volunteers and all activities undertaken by the organisations or at these premises. In certain circumstances it may also refer to third parties with an entrusted responsibility for delivering club-supported activity.

Designated Safeguarding Lead (DSL) - They are responsible for the implementation of this policy within Newcastle Rugby staff, volunteers, and activities. The DSL is responsible for the safer recruitment and ensuring the training of staff and volunteers within the organisation.

Designated Safeguarding Officer (DSO)

Harm – The ill-treatment of an individual or impairment of their Welfare due to acts of Abuse or inappropriate behaviour, including witnessing third party abuse or inappropriate behaviour.

Local Authority – Refers collectively or individually when named to the District, Borough, City and County Councils that are responsible for governance in which the Club/Charity operates. Specifically, but not exclusively, these include Newcastle City Council, Gateshead Metropolitan Borough Council, North Tyneside Metropolitan Borough Council, Northumberland County Council, Sunderland City Council, South Tyneside Council and Cumbria County Council. It is recognised that players come from all areas in the UK and the club will work with those Councils where appropriate.

Safeguarding Childrens Partnership Board – Previously referred to as Childrens Safeguarding Board. This refers to the partnerships within each Local Authority responsible for providing guidance, training and governance on all Safeguarding matters within their area of governance.

Local Authority Designated Officer (LADO) - The LADO is responsible for: Providing advice, information and guidance to employers and voluntary organisations around allegations and concerns regarding paid and unpaid workers. Managing and overseeing individual cases from all partner agencies.

The NSPCC – Refers to the National Society for the Prevention of Cruelty to Children (NSPCC), a charity that actively campaigns for and works within child protection in England, Wales, Northern Ireland and the Channel Islands

Welfare – The health, happiness and comfort of individuals and the humanitarian aspects of their life including personal needs, social interactions and physical or psychological development.

Workforce – Refers to the combined entity created when staff, volunteers and/or third-party contractors are deployed together to work on a Club.

Safeguarding – Preventative and reactionary measures taken by the Club to ensure; the risk of harm or mistreatment of vulnerable groups is minimised; the health or wellbeing of vulnerable groups is not impaired whilst engaging in Club related activities; an environment exists that supports the best possible outcomes or life chances for vulnerable groups.

Staff – Refers to person(s) employed by the Newcastle Rugby, including those who volunteer within club activities.

Volunteers – Persons who freely offer their skills and expertise or take part in a task, event or enterprise with the club at their own expense in terms of time and/or resources.



Vulnerable Group(s) –

The collective term used when talking about or referring to Children, Young People and Vulnerable Adults as a whole.

Vulnerable adult or Adult at risk -

An adult at risk is 'any person who is aged 18 years or over and at risk of abuse or neglect because of their needs for care and support' (Care Act 2014 [England]).

Adult in need of protection: is a person aged 18 or over, whose exposure to harm through abuse, exploitation or neglect may be increased by their: a) Personal characteristics AND/OR b) Life circumstances AND c) Who is unable to protect their own well-being, property, assets, rights or other interests; AND d) Where the action or inaction of another person or persons is causing, or is likely to cause, him/her to be harmed

Vulnerability –

A adult or child whose exposure to harm through abuse, exploitation or neglect may be increased by their:

- a) Personal characteristics which may include, but are not limited to, age, disability, special educational needs, illness, mental or physical frailty or impairment of, or disturbance in, the functioning of the mind or brain. and/or
- b) Life circumstances which may include, but are not limited to, isolation, socio-economic factors, substance misuse and environmental living conditions.

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Newcastle Rugby Ltd –

Company no. 11331155 who encompass both Newcastle Falcons, and Falcons events.

Disclosure and Barring Service (DBS) –

The DBS is responsible for processing requests for criminal records checks, taking decisions on whether it is appropriate to place a person on or remove a person from the DBS Children's or Adults' Barred List for England, Wales, and Northern Ireland.

Abuse and neglect -

when a child is intentionally harmed by an adult or another child – it can be over a period of time but can also be a one-off action. It can be physical, sexual, or emotional and it can happen in person or online. It can also be a lack of love, care and attention – this is neglect.

Position of Trust -

this relationship can be described as one in which the staff member or volunteer is in a position of power and influence by virtue of their position.

Playing Regulations -

playing regulations as determined by the Governing Bodies (Rugby Football Union and Rugby Football League) This includes regulation 15 (Age Grade Rugby) and Regulation 21 (safeguarding aspects within the rugby union environment)

Regulated Activity -

the statutory definition of Regulated Activity applies to this policy. In summary, this means teaching, training, instruction, care or supervision of children carried out by the same person frequently (once a week or more often) or more than three days in a 30-day period, or overnight between the hours of 2am and 6am. In regard to vulnerable adults in receipt of health or social care services it refers to providing personal care, managing money or conveying. N.B. Training, teaching, instructing, providing assistance, advice or guidance to vulnerable adults does not class as regulated activity.

Governing Body (GB) –

Rugby Football Union, Rugby Football League and Premier Rugby



7. KEY CONTACTS

NEWCASTLE RUGBY

Shelley Hudson,
Designated safeguarding lead, Newcastle Rugby Ltd.

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Stadium Safety Officer

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General Manager and HR

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Academy administrator

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Retail

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NEWCASTLE RUGBY FOUNDATION

Melanie Magee
Head of Foundation
Designated Safeguarding Lead, Newcastle Rugby Foundation

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Operations and Delivery Manager
Deputy Safeguarding lead

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Darren Greco
Funding and Development Manager
Deputy Safeguarding lead

Darren.greco@newcastle-falcons.co.uk
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RFU

<https://www.englandrugby.com/governance/safeguarding/contact-the-rfu-safeguarding-team>

NORTHUMBERLAND CB

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DURHAM CB

Paul Geehan
Durham Safeguarding Manager
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CUMBRIA CB

To be appointed

RFL

<https://www.rugby-league.com/governance/safeguarding/the-rfl-safeguarding-team>

NERL

gateshead.storm2002@gmail.com



LOCAL AUTHORITY DESIGNATED OFFICER (LADO)

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**Sunderland
Danielle Rose:**

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Cumbria Council

Email: lado@cumbria.gov.uk
Tel: 03003 033892

8. IMPORTANT INFORMATION AND RESOURCES

More information about type of abuse can be found here:

<https://www.nspcc.org.uk/what-ischild-abuse/>

<https://www.englandrugby.com//dxdam/8a/8a4d35ee-0a0a-458d-8bcc-20dba6ff3065/safeguardingpolicybooklet.pdf>

<https://www.newcastlesafeguarding.org.uk/>

<https://www.rugby-league.com/governance/safeguarding>

<https://www.englandrugby.com/governance/safeguarding>

<https://learning.nspcc.org.uk/research-resources/briefings/recommended-adult-child-ratiosworking-with-children>

<https://www.englandrugby.com/dxdam/a4/a4f02b3f-8726-4c12-bcd3-6610345b7f68/safeguardingpolicybooklet.pdf>

**Additional safeguarding advice –
RFU Safeguarding Toolkit:**

<https://www.englandrugby.com//dxdam/47/47825ee0-5ca7-449f-baad401e2ef78ae7/safeguardingtoolkit.pdf>

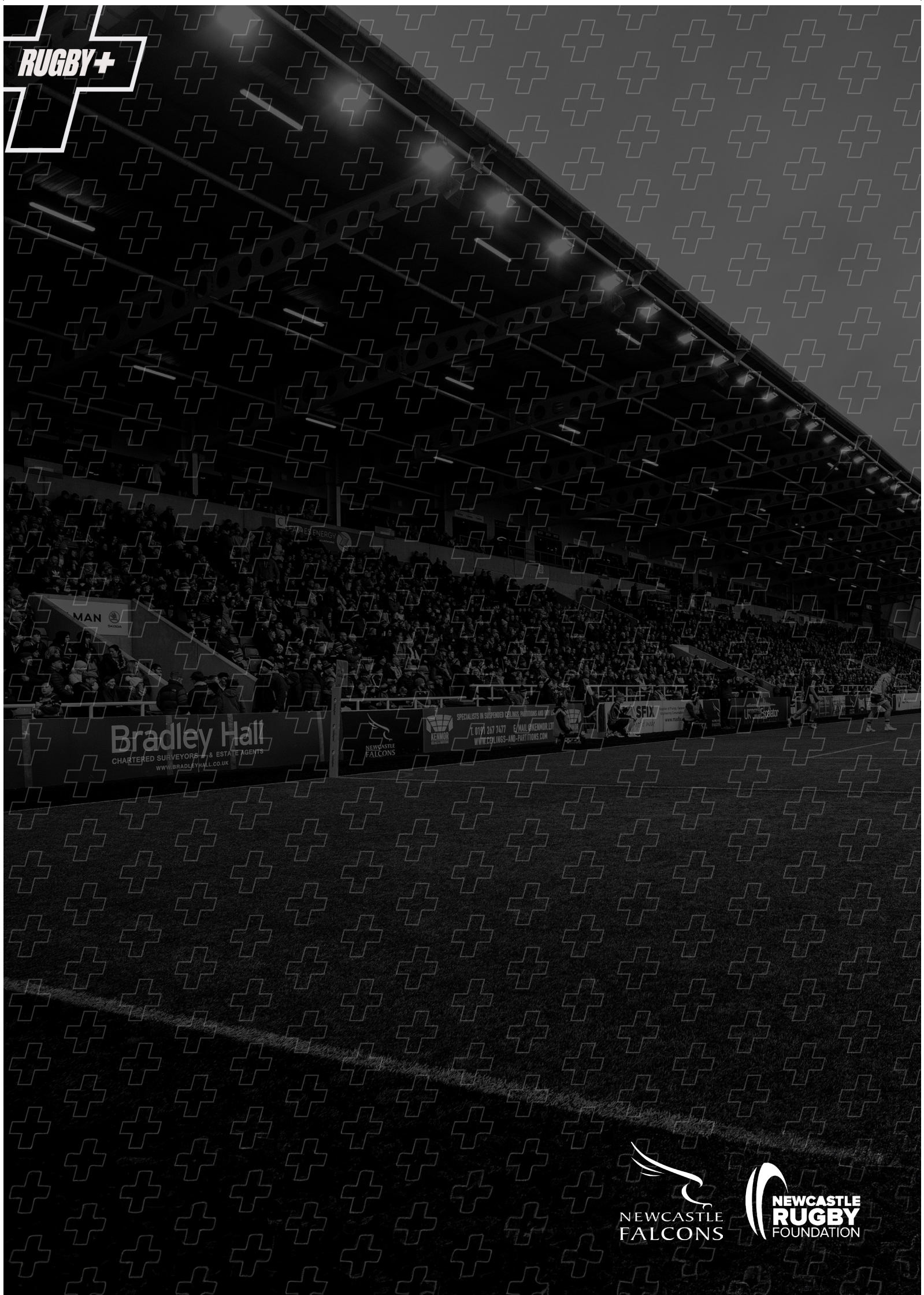
9. POLICY REVIEW

The responsibility of reviewing and maintaining this policy is the responsibility of Newcastle Rugby Foundation & Newcastle Rugby's Designated Safeguarding Lead and will take place annually.

Last review date: June 2024

Date of next review: June 2025

RUGBY+



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