



Child Welfare Policy

Sligo Rugby Football Club has developed this Child Protection policy in line with current recommendations relating to child protection guidelines. An individual copy of this policy will be given to all club personnel and will be available on the club website; it is incumbent on all club personnel to familiarize themselves with this and related policies.

Mission Statement

Our aim is to make our section fair and safe for everyone concerned.

If your child plays for Sligo R.F.C. you can be sure we take our duty of care and responsibilities extremely seriously and we have Codes of Practice covering all aspects of our section.

This club believes that it is important for all members, coaches, administrators and parents/guardians associated with the club, to show respect and understanding for safety and welfare of others.

Therefore, members are encouraged to be open at all times and to share any concerns or complaints that they may have about any aspect of the club with the Youth Section Chairman or Designated Liaison Person.

We are governed by a clear set of rules and guidelines, and have a comprehensive child protection policy. These are available on the website and can be accessed by clicking on the documentation link below.

AIMS

This policy aims to

- create a safe environment for all users of Sligo R.F.C. and participants in all activities organized by the club.
- develop an awareness and responsibility in the area of child protection amongst all personnel and the management of Sligo R.F.C.
- put in place procedures for good practice to protect all children (u18 club members) engaged in club activities.
- ensure that all personnel are aware of Children First and the guidelines and procedures in relation to reporting concerns and/or disclosures of child abuse.

Procedures

All Club personnel will follow the recommendations for reporting concerns or disclosures as outlined in Children First Guidelines.

The management committee of Sligo R.F.C. has appointed

John Davey as the Designated Liaison Person DLP and
Lisa Moore as Deputy DLP.

All personnel and management have agreed that

- 1- All disclosures/concerns involving child protection/ child welfare issues will be reported in the first instance to the DPL/Deputy DPL
- 2 - Each report to the DPL will be dated and signed by the person making the report
- 3 - A strict adherence to maintaining confidentiality will be maintained, confirmation regarding concerns or disclosures of abuse should only be given on a "need to know basis"
- 4 - If a child discloses to a manager/coach that he/she is being harmed by a parent/carer or any other person, the person who receives that information should listen carefully and supportively.



This applies equally where a child implies that they are at risk of being harmed. It also applies equally if a parent/carer or any other person discloses that he/she has harmed or is a risk of harming a child. The child should not be interviewed formally; the manager/coach should only obtain relevant necessary facts if and when clarification is needed. Confidentiality must never be promised to a person making a disclosure and the requirement to report to the Children and Family Social Services of the HSE must be explained in a supportive manner. The discussion should be recorded on an incident recording form. The manager/coach should then inform the DPL/Deputy DPL who is responsible for reporting the matter to the children's and family social services of the HSE or in the event of an emergency and the unavailability of the HSE, to an Garda Síochána.

Practices

Safe Recruitment: Sligo RFC will engage in safe procedures for the recruitment of team personnel to include the following, Garda Vetting, References and Proof of identity.

It is acknowledged that however good recruitment procedures are, they are not foolproof, so practices to ensure good management and supervision of members will also be adhered to.

Our club facilitates second level students on work placement and a Gaisce President's award program, before the commencement of each placement, the school is requested by us to inform us of the DPL in the school. We inform the school of our child protection policy and make a copy of the policy available to them. We ensure that the student is aware also of the policy and knows who the DPL/Deputy DPL are in the club.

Physical Contact: Rugby is a physical sport and does involve occasional physical contact between coaches and players, this contact should always happen in the context of training and will always happen in an open environment, it is based on the needs of the player, is acceptable to the player, is open and not secretive and is appropriate to the developmental needs of the player. Our training is tailored to the age and skills level of each individual age group in accordance with the IRFU's Long Term Athlete Development LTAD.

Dropping off and Collecting: Parents are responsible for the safe delivery and collection of their children.

Always check there are a minimum of two adults present opening the clubhouse before you leave the premises, It takes a minimum of two adults to be present with any age group before training may take place. This is also a minimum requirement for bus journeys to away games. Children should never be left unattended within the club grounds, associated facilities, bus drop off or collection points.

Responsibility for visiting teams rests with the coaches of that team.

Photography: Photography disclaimer to be signed by all parents on membership forms. Only authorized photographers are permitted to photograph at club activities, permission must be sought of an appropriate source before any photography may take place, unauthorized photography is strictly prohibited.

Away matches/trips including overnights: Sligo RFC will endeavor to keep the following practices

- to use safe methods of transport
- to have adequate insurance, to cover all aspects of the trip
- to have written parental consent and contact details
- to have all necessary information about the children under our care, which may be relevant to staying away overnight, i.e.; allergies, medical problems, special requirements etc
- to organize appropriate and well supervised sleeping arrangements
- to respect for the privacy of children and young players in dormitories, changing rooms, showers, and toilets

**Behavior and code of conduct:**

Each player/parent is requested to familiarize themselves and sign the clubs code of conduct, e.g. Code of Conduct Sligo RFC.

If as a parent/guardian, player, coach or observer you feel that part of the code of conduct is being broken, it is essential that this is raised with the coach/team manager or DLP who will deal with the matter in the appropriate manner.

In cases of inappropriate player behavior each instance will be noted with the coach. If this behavior is disruptive to the enjoyment of the session or other players and coaches action will be taken.

Action for cases of inappropriate player behavior:

1. First incident - Player will be told to correct behavior in session (yellow card)
2. Second incident - Player will be asked to stand on sidelines for remainder of session (red card)
3. Subsequent incidents - Parent will be informed and appropriate action taken.

Training: All personnel involved with children under the age of 18 are required to attend child protection training. All coaches should have an IRFU or equivalent coaching course done for the appropriate age group they are training.

Reporting allegations of abuse: Procedure for dealing with allegations of abuse by a member of club personnel will be dealt with in accordance with Appendix 10 of Children First Guidelines, Appendix 1
Sligo RFC Child Protection Policy.

Reference to other policies:

- Children First Guidelines 2010 H.S.E : <http://www.hse.ie/eng/services/Publications/services/Children/Childrenfirst.pdf>
- Our Duty of Care H.S.E : http://www.omc.gov.ie/documents/child_welfare_protection/Children_First_July_2010.pdf
- Code of Ethics H.S.E 2002 IRFU : http://www.test.clontarfrugby.com/wp-content/uploads/2009/07/irfu_code_of_ethics1.pdf
- Long Term Athletics Department LTAD : http://www.irishrugby.ie/downloads/LTPD_DL_FINAL.pdf
- IRFU's Child Welfare Policy Document : <http://www.irishrugby.ie/downloads/Play-Rug-IRFU-Child-Welfare-Policy-Code.pdf>

Rules And Policy Documents:

Sligo RFC - Codes of Conduct: <http://www.irishrugby.ie/downloads/CodeofConducts.pdf>

Players
Parents
Coaches
Spectators
Referees

Anti Bullying Policy

Equality Policy

Substance & Substance Abuse Policy