



**ESHER
RUGBY**
WHERE TRADITION MEETS AMBITION

ESHER RFC SAFEGUARDING AND WELFARE

The safety of children, young adults and all our members is of paramount importance and Esher RFC takes their welfare very seriously.

We are committed to ensuring that ALL members whatever their age, culture, disability, gender, language, racial origin, religious belief and/or sexual identity have the right to protection from abuse and to enjoy the game of rugby in a fun environment, safe from any kind of abuse. Esher RFC gives the highest priority to the implementation of our safeguarding policy and procedures.

Those procedures are intended to safeguard both the young people with whom we work and also our wonderful team of volunteers, officers, officials and staff as well as the many visitors the club receives.

They are also intended to assist with maintaining the professionalism and safeguards of good practice, which are associated with the RFU and the sport of rugby union.

The following documents appear on our notice board and are available on the club website, they have after all been designed to protect your children:

- Safeguarding policy
- Whistleblowing Policy
- Codes of conduct for:
 - Coaches
 - Match officials
 - Club officers/ officials
 - Parents
 - Spectators
 - Club Members
 - Club Staff
- Internet Policy
- Social Media Policy
- Anti-bullying policy
- Equity policy
- Health & Safety policy
- Fire risk Assessment Policy
- Club House, Bar and Ground Rules

We have also created various risk assessments to ensure everyone is kept safe at all times whilst at Esher RFC.

These risk assessments are devised by the club officials and regularly checked and updated throughout the year.

They include:

- Bar Risk Assessment
- Kitchen Risk Assessment
- Food Allergy Assessment
- BBQ Risk Assessment
- Grounds Risk Assessment
- Equipment Risk Assessment
- Gym usage Risk Assessment
- Changing Rooms Risk Assessment
- Festival Rugby Risk Assessment

- Away travel Risk Assessment
- Fire Risk Assessment
- Manual Handling Risk Assessment
- External events Risk Assessment
- Jumping Jacks Soft Play Risk Assessment
- Rugby/ Sports Camp Risk Assessments.

The following useful safeguarding links may also be of interest for both parents and children alike:

<http://www.crb.homeoffice.gov.uk/>

<http://www.childline.org.uk/>

www.thecpsu.org.uk/

<http://www.bullying.co.uk/>

<http://www.kidscape.org.uk/>

If you have any questions or concerns please contact us.

We ensure that all our managers, coaches and helpers are DBS checked before they begin their role and update these checks every 3 years in line with the RFU recommendations.

We also ensure our coaches attend various coaching, first aid and concussion awareness training to deal with any situations that could arise.

We keep updated with the RFU Safeguarding guidance and law/ rule changes/ statutory guidance updates as they get released.

We ensure that our staff and volunteers have the appropriate level of training to do their roles such as:

- Induction Training
- Food Hygiene
- Manual Handling
- Fire Awareness
- Bar/ Licensing Awareness

If you have any concerns what so ever about anything listed above or anything else that you wish to raise, please do contact us.

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Child Protection Officer.

