

Safeguarding Policy for Jaguars Rugby Academy

1. Introduction

This Safeguarding Policy outlines the commitment of Jaguars Rugby Academy to ensure the safety, well-being, and protection of all individuals, particularly children and vulnerable adults, participating in our rugby coaching and mentoring services. Our services include both in-person, small group rugby coaching sessions, remote video mentoring sessions and remote strength and conditioning support. We strive to create a safe and supportive environment where all participants can learn, grow, and thrive without fear of harm or abuse.

2. Scope of the Policy

This policy applies to all coaches, mentors, staff, volunteers, and any other individuals involved with Jaguars Academy who meet participants in both the small group rugby coaching sessions and remote services. It covers interactions both in-person and online.

3. Core Safeguarding Principles

- **The safety and welfare of children and vulnerable adults is paramount.**
- **All participants are treated with dignity and respect.**
- **All coaching and mentoring interactions will be conducted in a manner that promotes trust and safety.**
- **Coaches and mentors will be professionally trained in safeguarding protocols and practices.**
- **We will act promptly and appropriately to address any safeguarding concerns.**

4. Definitions

- **Children:** Any individual under the age of 18.
- **Vulnerable Adults:** Individuals over the age of 18 who may be at risk of harm due to personal circumstances, such as physical or mental disabilities, or those in dependent situations.
- **Safeguarding:** The proactive steps taken to protect children and vulnerable adults from harm, including physical, emotional, and sexual abuse, neglect, and exploitation.

5. Roles and Responsibilities

5.1. Coaches and Mentors



- Ensure the safety and well-being of all participants during rugby sessions, both in-person and online.
- Maintain a professional and appropriate relationship with all participants, ensuring they feel safe, respected, and valued.
- Report any concerns or suspicions regarding safeguarding issues to the designated safeguarding officer (DSO) promptly.

5.2. Designated Safeguarding Officer (DSO)

- Oversee the implementation of safeguarding practices and policies.
- Ensure all coaches and mentors are properly vetted, trained, and supported.
- Be the primary point of contact for any safeguarding concerns or allegations.
- Ensure all safeguarding concerns are handled according to the appropriate legal and regulatory frameworks.

5.3. All Staff, Volunteers, and Contractors

- Understand and adhere to the safeguarding policy and guidelines.
- Act in the best interests of the participants always.
- Cooperate with any investigations or referrals in cases of suspected abuse or neglect.

6. Safeguarding Procedures for In-Person Rugby Coaching

- **Parental/Guardian Consent:** All participants under the age of 18 must have written consent from a parent or guardian before taking part in any coaching session.
- **Registration and Emergency Contacts:** Each participant must be registered with accurate emergency contact details and medical information.
- **Coach-to-Player Ratios:** Coaches will ensure appropriate ratios of coaches to participants based on the age and needs of the group. A minimum of one coach to every 10 players will be maintained for under-18 sessions.
- **Code of Conduct:** Coaches must adhere to a professional code of conduct, ensuring no physical or verbal abuse, inappropriate language, or behaviour.
- **Safeguarding Training:** All coaches will receive regular safeguarding training, including how to identify and report concerns.

7. Safeguarding Procedures for Remote Video Mentoring

- **Platform Safety:** Only use approved, secure platforms for remote video mentoring sessions. Platforms must comply with data protection and child safeguarding regulations.
- **Parental/Guardian Consent:** For all participants under 18, explicit written consent from a parent or guardian is required for remote video mentoring as well as consenting to agreeing to record all video conversations. Parents and athletes will have access to these videos.



- **Appropriate Environment:** Coaches and mentors must conduct video sessions in a safe and private environment, ensuring no third parties are present in the background.
- **Session Monitoring:** All sessions will be scheduled with a clear start and end time, with participants being given a reminder about the expectations for behaviour.
- **Clear Boundaries:** Coaches and mentors will establish clear boundaries about the purpose of the sessions, avoiding any personal discussions or interaction outside the scope of the rugby and academic related mentoring.

8. Reporting Safeguarding Concerns

- **Confidentiality:** All safeguarding concerns will be treated with the utmost confidentiality and sensitivity. Information will only be shared with individuals who need to know to ensure the safety and well-being of the participant.
- **Procedure for Reporting:**
 - If a coach, mentor, or participant has a concern about a participant's welfare, they must report it immediately to the DSO.
 - The DSO will assess the concern and take appropriate action, which may include further investigation, referral to external agencies, or reporting to statutory authorities.
 - In cases of emergency or serious harm, immediate contact should be made with local authorities, such as the police or social services.

9. Safer Recruitment

- **Background Checks:** All staff, coaches, and volunteers involved with coaching or mentoring participants will undergo an enhanced DBS (Disclosure and Barring Service) check or equivalent checks as required by law.
- **Interviews and References:** All candidates will be interviewed, and references will be obtained before employment or volunteering is confirmed.
- **Training and Induction:** All new coaches and mentors will undergo a thorough induction, including safeguarding training, and be provided with a copy of the company's safeguarding policy and procedures.

10. Training and Development

- **Mandatory Safeguarding Training:** All coaches and mentors must complete regular safeguarding training and keep up to date with current best practices and legal requirements related to child protection and safeguarding.
- **Ongoing Education:** Coaches and mentors will have access to ongoing development opportunities to deepen their understanding of safeguarding issues and how to respond effectively.

11. Use of Social Media and Communication



- **Digital Communication:** All communication with participants under the age of 18 should be conducted through official company platforms and should avoid direct, one-on-one communication via personal social media accounts or private messaging apps.
- **Content Sharing:** Coaches and mentors should not share inappropriate or personal content related to participants online, including photos, videos, or personal information.
- **Monitoring of Online Interaction:** All online communication should be professional, appropriate, and focused on rugby coaching or mentoring topics.

12. Review and Monitoring

This policy will be reviewed every two years, or sooner if required by changes in legislation or safeguarding best practices. All staff and volunteers will be informed of any changes, and refresher training will be provided as necessary.

13. Contact Information

For any safeguarding concerns or to report an issue, please contact:

- **Designated Safeguarding Officer (DSO):** Edward Rhodes, 07768 385840, eddrhodes@jaguarsacademy.com
- **Local Authorities/Child Protection Services:**
 - Central Bedfordshire Safeguarding Children and Young People –
 - ♣ 0300 300 8585 (Office Hours)
 - ♣ 0300 3008123 (Out of office hours)
 - RFU Safeguarding number – 0208 831 6655
 - NSPCC – 0808 800 5000

14. Acknowledgment

By engaging with Jaguars Rugby Academy and its services, coaches, mentors, participants, and their families acknowledge that they have read, understood, and agreed to comply with this Safeguarding Policy.

Jaguars Rugby Academy is committed to safeguarding the welfare of all individuals involved in our rugby coaching and mentoring services. We will continue to take every reasonable step to protect participants and ensure a safe and positive experience for everyone involved.

