

Premier Rugby Development

Safeguarding & Child Protection Policy

1. Our Commitment

Premier Rugby Development is committed to safeguarding and promoting the welfare of all children and young people involved in our programmes. Player welfare sits at the heart of our development pathway and is fundamental to long-term performance, enjoyment, and personal growth.

We believe that:

- Every young person has the right to train and compete in a safe, supportive, and professional environment
- Safeguarding is everyone's responsibility
- High standards of behaviour, conduct, and care are non-negotiable

We operate a zero-tolerance approach to abuse, neglect, bullying, or poor practice.

2. Scope of This Policy

This policy applies to:

- All Premier Rugby Development coaches, staff, contractors, and volunteers
- All players under the age of 18
- All training sessions, camps, matches, tours, and online activity
- Any environment where Premier Rugby Development activity takes place

3. Our Safeguarding Principles

Premier Rugby Development is guided by the following principles:

- The welfare of the player is paramount
- All players are treated with dignity, respect, and fairness
- Safeguarding concerns are acted upon immediately
- A positive, player-centred, performance environment is promoted
- Clear professional boundaries are maintained at all times

4. Roles & Responsibilities

Designated Safeguarding Officer (DSO)

Premier Rugby Development will appoint a Designated Safeguarding Officer who is responsible for:

- Receiving and managing safeguarding concerns
- Ensuring safeguarding procedures are followed
- Liaising with parents, local authorities, and external agencies
- Maintaining accurate, confidential safeguarding records

Name:

Rachel Netherton

Contact Details:

Tel: 07581288112

Email: Rachel_kirk@live.co.uk

Coaches, Staff & Volunteers

All adults working with Premier Rugby Development must:

- Prioritise player welfare above performance outcomes
- Follow this policy and the Premier Rugby Development Code of Conduct
- Maintain appropriate professional boundaries
- Report concerns immediately to the DSO
- Complete safeguarding training as required

5. Safer Recruitment & Training

Premier Rugby Development ensures safer recruitment by:

- Requiring Enhanced DBS checks for all relevant roles
- Verifying qualifications and experience
- Providing safeguarding induction and ongoing training
- Ensuring all staff understand safeguarding expectations before delivery

6. Code of Conduct (Safeguarding Summary)

Adults must:

- Act as positive role models at all times
- Use appropriate language and behaviour
- Avoid unnecessary physical contact
- Never be alone with a player where avoidable
- Never engage in abusive, intimidating, or inappropriate behaviour

Players are expected to:

- Treat teammates, staff, and opponents with respect
- Follow safety instructions
- Report concerns or worries without fear of consequences

7. Recognising Abuse & Poor Practice

Safeguarding concerns may relate to:

- Physical abuse – hitting, shaking, inappropriate restraint
- Emotional abuse – humiliation, intimidation, bullying
- Sexual abuse – inappropriate contact or communication
- Neglect – lack of supervision or care

Concerns may arise from:

- A disclosure from a player
- Observed behaviour or injuries
- Changes in confidence, mood, or attendance

8. Responding to a Disclosure

If a player discloses a concern:

1. Listen calmly and take them seriously
2. Reassure them they have done the right thing
3. Do not promise confidentiality
4. Do not investigate or ask leading questions
5. Record the information accurately
6. Report immediately to the DSO

9. Reporting a Safeguarding Concern

All safeguarding concerns must be reported immediately to the Designated Safeguarding Officer.

If a child is at immediate risk, contact:

- Police: 999
- Children's Social Care: Local Authority

If the concern involves the DSO, it must be reported directly to the Local Authority Designated Officer (LADO).

10. Online Safety & Communication

Premier Rugby Development ensures online safety by:

- Using official communication platforms only
- Avoiding private or one-to-one messaging where possible
- Including parents/guardians in communications with players
- Never requesting or sharing inappropriate content
- Following clear social media boundaries

11. Photography & Video Use

- Written parental consent is required
- Images will be used respectfully and professionally
- No personal details will accompany images without consent
- Players may opt out at any time

12. Confidentiality & Record Keeping

- Information is shared strictly on a need-to-know basis
- Safeguarding records are stored securely
- Records are kept separately from general player files

13. Policy Review

This policy will be reviewed:

- Annually
- Following any safeguarding incident
- In response to changes in legislation or guidance

Declaration

I confirm that this risk assessment has been completed and that appropriate control measures are in place to minimise risk.

Name: Jason Netherton

Signature: 

Date: 01 / 03 / 26

Last Review Date: 1st March 2026

Next Review Date: 1st March 2027