

## **Balsall and Berkswell RFC Minis and Juniors**

### **Welfare Policy**

**September 2023**

Balsall and Berkswell RFC aims to provide young people with the opportunity to learn the game of rugby union in a safe environment, in accordance with RFU/RFUW recommended good practice.

The club has in place welfare policies with an implementation and monitoring programme. A designated Club Safeguarding Officer is appointed with representation on relevant club committees.

The safeguarding policies, codes of conduct and good practice will be published and available to show the clubs commitment to providing a safe environment.

Balsall and Berkswell RFC Minis and Juniors will ensure that all coaches sign up to the relevant codes.

Balsall and Berkswell RFC Minis and Juniors has in place procedures to deal with complaints or concerns which are available to all club members. It will identify a disciplinary panel, which will, where necessary, manage cases of poor practice or abuse.

Balsall and Berkswell RFC Minis and Juniors will provide training opportunities for adults who work with young people. Parents/carers will be made aware of what the organisation and coaches are doing and also of the correct procedures to express any concerns they may have.

Balsall and Berkswell RFC Minis and Juniors will have an Equity Policy and all discrimination will be challenged and prohibited. The club will ensure that all adults who regularly supervise young people undertake Enhanced Criminal Records Bureau disclosure.

Balsall and Berkswell RFC Minis and Juniors will ensure guidelines are in place to control and monitor the use of photographic images of children and has an anti-bullying policy, which is actively promoted. Balsall and Berkswell RFC Minis and Juniors will monitor coaches and provide them with feedback with particular reference to "poor practice"

The following documents form the Balsall and Berkswell RFC's Policies and Codes of Conduct. They will be updated as necessary.

### **Policies**

- Safeguarding Policy
- Duty of Care Policy
- Emergency Procedure Policy
- Equity & Equal Opportunities Policy
- Health & Safety and Risks Policy
- Welfare Policy
- Social Media Policy
- Photography Policy
- Tour Policy
- Anti Bullying Policy

### **Codes**

- Code of Conduct