



Glossop RUFC

Safeguarding Vulnerable Adults Policy

Sept 2022

CONTENTS

1.	Policy Statement	3
2.	Definitions	3 - 4
3.	Relevant Legislations	4
4.	The Six Principles	5
5.	Mental Capacity	5 - 6
6.	Wellbeing Principles	6
7.	Types of Abuse and Neglect	6 - 8
8.	Wider Safeguarding Risks to Vulnerable Adults	8 - 11
9.	Signs and Indicators of Abuse and Neglect	11
10.	Safer Recruitment	11
11.	Roles and Responsibilities	12
12.	Reporting a Concern	13
13.	How the CBO will Respond to Suspicions or Concerns in conjunction with the RFU Incident Referral Process	14 - 15
14.	Those Under Investigation	15
15.	Barring from Rugby Union	15
16.	Complaints	15
17.	Relevant Policies	15
18.	Appendices	
1	A quick guide to dealing with possible abuse	16

1. POLICY STATEMENT

Glossop Rugby Union Football Club is committed to creating and maintaining a safe and positive environment for everyone to enjoy rugby union and participate whether it be playing, volunteering or spectating. We accept our responsibility to safeguard the welfare of all adults involved in the game, particularly those deemed at risk or vulnerable.

This Policy is based on the following principles:

- The welfare of ‘vulnerable adults’ or ‘adults potentially at risk of harm’ is paramount.
- All participants regardless of age, gender, ability or disability, race, faith, size, language, sexual identity, marital status or gender status have the right to protection from abuse and poor practice, and to participate in rugby union in an enjoyable and safe environment.
- Glossop RUFC will strive to ensure that the club is inclusive and makes where possible, reasonable adjustments for any ability, disability or impairment; we are also committed to continuous development, monitoring and review.
- The rights, dignity and worth of all adults will always be respected.
- Glossop RUFC recognises that ability and disability can change over time, such that some adults may be additionally vulnerable to abuse, in particular those adults with care and support needs.
- All allegations, suspicions of harm and concerns will be taken seriously, whether these concerns arise within the club or in the wider community and will be responded to swiftly, fairly and appropriately in accordance with this policy.
- Glossop RUFC recognises the role and responsibilities of the statutory agencies in safeguarding adults and is committed to complying with the procedures of Derbyshire and Tameside Local Safeguarding Adults Boards.

2. DEFINITIONS

Term	Definition
An Adult	Is anyone aged 18 or over.
Vulnerable Adult or Adults Potentially ‘At Risk of Harm’	The Department of Health defines a vulnerable adult as a person who is aged 18 or over that is or may need community care services because of a disability (mental or other), age or illness and is someone who could be unable to look after themselves or protect themselves from harm or exploitation.
Adult Safeguarding	Is protecting a person’s rights to live in safety, free from abuse and neglect.
Adult in need of Care and Support	Is determined by a range of factors including personal characteristics, factors associated with their situation or environment and social factors. A person’s disability or frailty does not mean that they will inevitably experience harm or abuse.
Abuse	Is a violation of an individual’s human and civil rights by another person or persons’.

Term	Definition
Mental Capacity	Refers to whether someone has the mental capacity to make a decision or not. The Mental Capacity Act 2005 and the code of practice outlines how agencies should support someone who lacks the capacity to make a decision.
Club Safeguarding Officer (CSO)	Is the first point of contact for safeguarding and welfare concerns and is responsible for reporting safeguarding concerns to the RFU Safeguarding Lead and the Local Authority.
Constituent Body Safeguarding Manager (CBSM)	Constituent Bodies are responsible for implementing policy and practice within their member clubs. Each will appoint a CB Safeguarding Manager (CBSM) who will co-ordinate their network of Club Safeguarding Officers (CSO). The CBSM will provide support and advice to CSOs to enable them to carry out their role within their clubs.
Disclosure and Barring Service (DBS)	The DBS is responsible for processing requests for criminal records checks, taking decisions on whether it is appropriate to place a person on or remove a person from the DBS Children's or Adults' Barred List for England, Wales and Northern Ireland.
whistle-blowing (Concerns about an Adult)	Whistle-blowing in a safeguarding context means revealing and raising concerns over misconduct or malpractice within an organisation, or within an independent structure associated with it. It can be used as an early-warning system or when it's recognised that appropriate actions have not been taken.

3. RELEVANT LEGISLATION

Glossop RUFC has adopted practices and procedures based on the principles contained within the UK legislation and Government Guidance and have been developed to complement Safeguarding Adults Boards policy and procedures. They take the following into consideration:

- The Care Act 2014
- The Protection of Freedoms Act 2012
- Domestic Violence, Crime and Victims (Amendment) Act 2012
- The Equality Act 2010
- The Safeguarding Vulnerable Groups Act 2006
- Mental Capacity Act 2005
- Sexual Offences Act 2003
- The Human Rights Act 1998
- The Data Protection Act 1998

4. THE SIX PRINCIPLES OF ADULT SAFEGUARDING

The Care Act 2014 sets out the following principles that should underpin safeguarding of adults:

Principle	Definition	Person Centred Approach
Empowerment	People being supported and encouraged to make their own decisions and informed consent.	"I am asked what I want as the outcomes from the safeguarding process and these directly inform what happens."
Prevention	It is better to take action before harm occurs.	"I receive clear and simple information about what abuse is, how to recognise the signs and what I can do to seek help."
Proportionality	The least intrusive response appropriate to the risk presented.	"I am sure that the professionals will work in my interest, as I see them, and they will only get involved as much as needed."
Protection	Support and representation for those in greatest need.	"I get help and support to report abuse and neglect. I get help so that I am able to take part in the safeguarding process to the extent to which I want."
Partnership	Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse.	"I know that staff treat any personal and sensitive information in confidence, only sharing what is helpful and necessary. I am confident that professionals will work together and with me to get the best result for me."
Accountability	Accountability and transparency in delivering safeguarding.	"I understand the role of everyone involved in my life and so do they."

Person Centred Approach is about engaging the person concerned in a conversation about how best to respond to their safeguarding situation in a way that enhances involvement, choice and control; as well as improving quality of life, wellbeing and safety.

5. MENTAL CAPACITY

Assume that people are able to make decisions, unless it is shown that they are not. If you have concerns about a person's level of understanding, you should check this with them and, if applicable, with the people supporting them.

Give people as much support as they need to make decisions. You may be involved in this – you might need to think about the way you communicate or provide information, and you may be asked your opinion.

People have the right to make unwise decisions. The important thing is that they understand the implications. If they understand the implications, consider how risks might be minimised.

If someone is not able to make a decision, then the person helping them must only make decisions in their best interests. This means that the decision must be what is best for the person, not for anyone else. If someone was making a decision on your behalf, you would want it to reflect the decision you would make if you were able to. Find the least restrictive way of doing what needs to be done.

6. WELLBEING PRINCIPLES

The concept of wellbeing is threaded throughout the Care Act and it is one that is relevant to adult safeguarding in sport and activity. Wellbeing is different for each of us. However, the Act sets out broad categories that contribute to our sense of wellbeing. By keeping these themes in mind, we can all ensure that adult participants can take part in rugby union fully.

- Personal dignity (including treatment of the individual with respect)
- Physical and mental health and emotional wellbeing
- Protection from abuse and neglect
- Control by the individual over their day-to-day life (including over care and support provided and the way they are provided)
- Participation in work, education, training or recreation
- Social and economic wellbeing
- Domestic, family and personal domains
- Suitability of the individual's living accommodation
- The individual's contribution to society.

7. TYPES OF ABUSE AND NEGLECT

There are different types and patterns of abuse and neglect and there are different circumstances in which they may take place. The Care Act 2014 identifies the following as an illustrative guide and is not intended to be an exhaustive list as to the sort of behaviour which could give rise to a safeguarding concern.

Self-neglect: This covers a wide range of behaviour: neglecting to care for one's personal hygiene, health or surroundings and includes behaviour such as hoarding.

Neglect: Includes ignoring medical or physical needs, failure to provide access to appropriate health and social care or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and heating.

Physical Abuse: Includes hitting, slapping, pushing, kicking, misuse of medication, restraint or inappropriate sanctions.

Sexual Abuse: Includes rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, indecent exposure and sexual assault or sexual acts to which the adult has not consented to or was pressured into consenting.

Financial or Material Abuse: Includes theft, fraud, internet scamming, coercion in relation to an adult's financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.

Emotional or Psychological Abuse: This includes threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks.

Domestic violence and abuse: Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality. This can encompass, but is not limited to psychological, physical, sexual, financial and emotional abuse.

Controlling behaviour is a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour.

Coercive behaviour is an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim.

Family members are defined as mother, father, son, daughter, brother, sister and grandparents, whether directly related, in-laws or step-family (Home Office 2012).

Discriminatory Abuse: Discrimination is abuse which centres on a difference or perceived difference particularly with respect to race, gender or disability or any of the protected characteristics of the Equality Act.

Organisational Abuse: Including neglect and poor care practice within an institution or specific care setting such as a hospital or care home, for example, or in relation to care provided in one's own home. This may range from one off incidents to ongoing ill-treatment. It can be through neglect or poor professional practice as a result of the structure, policies, processes and practices within an organisation.

Modern Slavery: This type of abuse encompasses slavery, human trafficking and forced labour. The individuals who perpetrate this form of abuse will use whatever they have at their disposal to coerce, deceive and force individuals into a life they have not agreed to, which is likely to be inhumane and abusive. Slavery and trafficking can apply to children equally as much as adults.

Not included in the Care Act 2014 but also relevant:

Hate Crime: Any crime that is perceived by the victim, or any other person, to be racist, homophobic, transphobic or due to a person's religion, belief, gender identity or disability.

Mate Crime: A form of exploitation which occurs when a person is harmed or taken advantage of by someone they thought was their friend.

Wilful neglect or ill treatment: An intentional, deliberate or reckless omission or failure to carry out an act of care by someone who has care of a person who lacks capacity to care for themselves.

Cyber Bullying: Occurs when someone repeatedly makes fun of another person online or repeatedly picks on another person through emails or text messages, or uses online forums with the intention of harming, damaging, humiliating or isolating another person. It can be used to carry out many different types of bullying (such as racist bullying, homophobic bullying or bullying related to special education needs and disabilities) but instead of the perpetrator carrying out the bullying face-to-face, they use the technology as a means to do it.

The following types of abuse are associated with ‘Honour-Based Violence, Abuse and Forced-Marriage’ and are in addition to those identified above:

Forced Marriage: Is a term used to describe a marriage in which one or both of the parties are married without their consent or against their will. A forced marriage differs from an arranged marriage, in which both parties’ consent to the assistance of a third party in identifying a spouse. The Anti-social Behaviour, Crime and Policing Act 2014 make it a criminal offence to force someone to marry. The forced marriage of adults with learning disabilities occurs when the adult does not have the capacity to consent to the marriage.

Theft (for example of a passport or other form of identity): Theft involves the taking of one or more items from an individual without their consent. Taking a passport or other form of identity can mean that an individual cannot flee a country and is effectively trapped where they are.

Forced repatriation: This action involves the return of an individual to their country of origin under circumstances that give them no other viable option.

False imprisonment: When someone is falsely imprisoned, they have their movements intentionally restricted and against their will. This may also involve holding a person in a confined space where they may be subject to physical restraint.

Abduction of a woman by force or for the sake of her property: This applies to a woman who is taken and detained against her will with the intention that she shall marry or have sexual relations with another person. She is taken or detained either by force or for the sake of her property or the expectations of property. This offence is included in the Sexual Offences Act 2003.

8. WIDER SAFEGUARDING RISKS TO VULNERABLE ADULTS

There are wider safeguarding risks for ‘vulnerable adults’ or ‘adults potentially at risk of harm’ in addition to the forms of abuse as detailed above, these include:

County Lines: This refers to urban gangs supplying drugs to suburban areas, as well as market and coastal towns, by using dedicated mobile phone lines or “deal lines”. Gangs use children and vulnerable people to move drugs and money to these areas. Once caught up in county lines, exploited individuals are at risk of extreme physical and/or sexual violence, gang recriminations and trafficking.

Whilst the focus of County Lines relates predominantly to children and young people, vulnerable adults are affected in two distinct ways:

1. The vulnerable adult is at risk of being exploited by criminal gangs as described above; or
2. The adult can be the perpetrator of County Lines criminal activities and in the context of this policy, could pose a risk to children and young people within Glossop RUFC through the potential recruitment of children and young people into criminal gangs.

Therefore; it is essential to recognise the signs of gang involvement, including grooming, and the safeguarding implications.

The National Crime Agency (NCA) lists the components of a typical county lines scenario as:

- A group (not necessarily affiliated as a gang) establishes a network between an urban hub and county location, into which drugs (primarily heroin and crack cocaine) are supplied.
- A branded mobile phone line is established in the market, to which orders are placed by introduced customers. The [phone] line will commonly (but not exclusively) be controlled by a third party, remote from the market.
- The group exploits young or vulnerable persons, to achieve the storage and/or supply of drugs, movement of cash proceeds and to secure the use of dwellings (commonly referred to as cuckooing).
- The group or individuals exploited by them regularly travel between the urban hub and the county market, to replenish stock and deliver cash.
- The group is inclined to use intimidation, violence and weapons, including knives, corrosives and firearms.

Perpetrators of such exploitation are known to target particularly vulnerable young people, such as those outside of mainstream schooling (i.e. in Pupil Referral Units) and those being looked after by the local authority in a residential care home, or those who have pre-existing mental health conditions.

A child, young person or vulnerable adult who is involved in county lines activity might show some of these signs:

- persistently going missing from school, college, university or home, or being found out-of-area
- unexplained acquisition of money, clothes or mobile phones
- excessive receipt of texts or phone calls
- relationships with controlling, older individuals or gang association
- parental concerns, and leaving home or care without explanation
- suspicion of self-harm, physical assault or unexplained injuries
- significant decline in educational performance and changes in emotional well-being.

Prevent: The Prevent strategy has three objectives: Challenging the ideology that supports terrorism and those who promote it, protecting vulnerable young people and adults, supporting sectors and institutions where there are risks of radicalisation.

Radicalisation: Is when someone starts to believe or support extreme views, and in some cases, then participates in terrorist groups or acts. It can be motivated by a range of factors, including:

- ideologies,
- religious beliefs,
- political beliefs and prejudices against particular groups of people.

People may be radicalised in many different ways, and over different time frames from as little as a few days or hours, or it may take several years.

Extremism: Is vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. Also

included in the definition of extremism, calls for the death of members of our armed forces, whether in this country or overseas.

Anyone can be radicalised, but factors such as being easily influenced and impressionable make vulnerable people particularly vulnerable.

Vulnerable people who are at risk of radicalisation may have low self-esteem or be victims of bullying or discrimination. They may feel:

- isolated and lonely or wanting to belong
- unhappy about themselves and what others might think of them
- embarrassed or judged about their culture, gender, religion or race
- stressed or depressed
- fed up of being bullied or treated badly by other people or by society
- angry at other people or the government
- confused about what they are doing
- pressured to stand up for other people who are being oppressed.

It can be hard to know when extreme views become something dangerous, and the signs of radicalisation aren't always obvious. There is no specific profile for a person likely to become involved in extremism or a single indicator of when a person might move to adopt violence in support of extremist ideas. Radicalisation can be difficult to spot, but signs that could indicate a vulnerable person is being radicalised include:

- a change in behaviour
- changing their circle of friends
- isolating themselves from family and friends
- talking as if from a scripted speech
- unwillingness or inability to discuss their views
- a sudden disrespectful attitude towards others
- increased levels of anger
- increased secretiveness, especially around internet use
- accessing extremist material online
- using extremist or hate terms to exclude others or incite violence
- writing or creating artwork promoting violent extremist messages

However, these signs don't necessarily mean a vulnerable person is being radicalised – sometimes it may be a sign that something else is wrong.

Mental Health and Wellbeing: At Glossop RUFC, we recognise that mental health and wellbeing impacts on all aspects of our lives in terms of how we feel, function and interact with others. Following the pandemic, mental health and wellbeing needs to be at the forefront of everything we do to ensure our rugby community feel safe and secure and get the right support at the right time. Together, we will achieve this by promoting healthy discussion around mental wellbeing and signposting those who need support to expert advice. Glossop RUFC have developed a Health and Wellbeing Strategy outlining how the club will raise awareness and support its rugby community. The strategy can be found on the club website: <https://glossoprufc.com/>

9. SIGNS AND INDICATORS OF ABUSE AND NEGLECT

Abuse can take place in any context and by all manners of perpetrator. Abuse may occur inside and outside rugby union. People may be abused by a wide range of people including relatives and family members, professional staff, paid care workers, volunteers, other service users, neighbours, friends and associates, people who deliberately exploit others they consider to be vulnerable, and strangers. There are many signs and indicators that may suggest someone is being abused or neglected, these include but are not limited to:

- Unexplained bruises or injuries – or lack of medical attention when an injury is present.
- Person has belongings or money going missing.
- Person is not attending / no longer enjoying their sessions.
- Someone losing or gaining weight / an unkempt appearance including wearing unsuitable sports kit or a deterioration in hygiene.
- They may self-harm or talk about suicidal tendencies.
- They may have a fear of a particular group or individual, even family members.
- They may tell you / another person they are being abused – i.e. a disclosure.
- Harassing of a club member because they are or are perceived to have protected characteristics.
- A coach intentionally striking a player.
- A club member sending unwanted sexually explicit text messages to an adult member who has a learning disability.

10. SAFER RECRUITMENT

Glossop RUFC wants to ensure that all our volunteers and staff have the right skills and qualities to create a safe environment. The club is committed to ensuring that our recruitment and vetting are sufficiently stringent and robust to ensure employees and volunteers are appropriately qualified and personally suitable for the responsibilities for their role.

The club aims to achieve this by adopting an effective safer recruitment procedure designed to identify and exclude those candidates who may pose a risk of abuse to all members including adults.

Disclosure and Barring Service check eligibility differs from those in regulated activity with children and young people. The club Safeguarding Officer will follow advice from the RFU Safeguarding Team.

12. REPORTING A CONCERN

When raising your concern with the Club Safeguarding Officer, remember to 'make safeguarding personal'. It is good practice to seek the adult's views on what they would like to happen next and to inform the adult of what actions you intend to take and always consider their needs and wishes.

In the absence of the Club Safeguarding Officer or the Club Chair, advice can be sought from the CBSO, RFU Safeguarding Team or your Local Safeguarding Adults Board without giving the adult's personal details. Do not let the issue of consent get in the way of seeking advice.

Derbyshire:

- Website: [Home - Derbyshire Safeguarding Adults Board \(derbyshiresab.org.uk\)](http://derbyshiresab.org.uk)
- Telephone: 01629 533 190

Tameside and Glossop:

- Website: [Tameside and Glossop Integrated Care NHS - Safeguarding adults \(tamesidehospital.nhs.uk\)](http://tamesidehospital.nhs.uk)
- Telephone: 0161 922 6192

If the concern relates to the Club Safeguarding Officer then Constituent Body Safeguarding Manager (CBSM) and RFU Safeguarding Team should be informed at the earliest possible opportunity regardless of whether you have already contacted the emergency services:

<https://www.englandrugby.com/governance/safeguarding/rfu-safeguarding-team>

If someone is at immediate risk of harm /danger or in need of immediate medical attention call 999 or 101 for an Ambulance or Police.

Consent: If you have concerns about an adult, you have a duty to report these as mentioned above. You do not need consent to discuss a concern with the Club Safeguarding Officer, CBSM or the RFU, although it is best practice to gain consent wherever possible.

Record your concerns: Make a note of what the person has said using his or her own words as soon as practicable.

CONTACT THE CLUB SAFEGUARDING OFFICER AS SOON AS POSSIBLE AND REPORT THE SAFE-GUARDING INCIDENT OR DISCLOSURE EITHER BY TELEPHONE OR BY COMPLETING THE SAFE-GUARDING REFERRAL FORM: https://forms.office.com/Pages/ResponsePage.aspx?id=ZPUojBFjS0WR18_O3SqGcQ506JPsgOBFqnlalG-buZ-ZUMFhXMIFQRORWNUxRQ1UyS0taOTdFV0ZTUS4u

Key Information:

- Describe the circumstances in which the disclosure came about.
- Take care to distinguish between fact, observation, allegation and opinion. It is important that the information you have is accurate.
- Be mindful of the need to be confidential at all times, this information must only be shared with the Club Safeguarding Officer or Safeguarding Leads as described above.
- If the matter is urgent and relates to the immediate safety of an adult at risk or another then contact the emergency services immediately.
- Confidentiality is key and at all times the adult must be kept informed. No referral should be made to an outside agency without the adult's consent unless that adult is in immediate harm or

danger or poses an immediate harm or risk to others. This is especially important if there is a risk posed to children.

- Remember to make safeguarding personal. Discuss your safeguarding concerns with the adult, obtain their view of what they would like to happen, but inform them it's your duty to pass on your concerns to the relevant safeguarding leads.
- An individual who becomes aware of any concerns should pass these to the CSO. The CSO will contact the RFU Safeguarding Team and their CBSM.
- If the matter concerns the behaviour or wellbeing of the CSO, contact the CBSM and RFU Safeguarding Team. If ever in doubt contact the RFU Safeguarding Team for further advice.

13. HOW THE CBO WILL RESPOND TO SUSPICIONS OR CONCERNS IN CONJUNCTION WITH THE RFU INCIDENT REFERRAL PROCESS

Once the CBO receives notification of an incident, concern, allegation or disclosure, the CBO will make an informed decision regarding what needs to happen next e.g. contact the Police or liaise with the RFU Safeguarding Team. If the incident, concern, allegation or disclosure confirms the adult concerned is at risk, the RFU will assume management of the case. If the case is being investigated by the police or other agencies the RFU Safeguarding Team will liaise with them.

The RFU Safeguarding Team may have a consultation with the Local Adult Safeguarding Board without disclosing the adult's details to gain further advice. It can be difficult to distinguish poor practice from abuse, whether intentional or accidental.

The RFU Safeguarding Team will at all times work with the wishes of the adult at risk. No referral will be made to an outside agency without the consent of the adult but will take into consideration the below:

- Has the adult the capacity to consent?
- Is it in the public interest to share?
- Is the adult placing themselves at further risk of harm?
- Is someone else likely to be harmed?
- Has a criminal offence taken place or is there suspicion that a crime has occurred?

The RFU Safeguarding Team will offer reassurance, appropriate support and revisit the issues at another time which may help to change an adult's view on whether it is best to share information.

The RFU Safeguarding Team may refer the matter to the RFU's Referral Management Group (RMG) for consideration. The RMG is a cross-departmental group charged by the RFU with assessing the risk that individuals pose to children and adults at risk. Incidents may be referred by the RMG to the RFU Discipline Department.

The provisions of RFU Regulation 21 (Safeguarding) are applicable to an adult at risk in rugby union and those working with them, in the same way that they apply to children in rugby union and those working with them.

It must be emphasised that not all matters referred to the RFU Safeguarding Team will be dealt with under the Safeguarding Adults Policy.

- When an adult does not meet the definition of 'an adult at risk' then consideration should be given for the matter to be dealt with as a complaint or breach of the Core Values. The RFU Safeguarding Team may refer the matter back to the club or CB.

- Where a potential criminal offence has been committed the complainant will always be advised of their right to contact the police.

Refer to Appendices 1

14. THOSE UNDER INVESTIGATION

Under this policy the RFU is committed, first and foremost, to protecting the interests of the adult at risk. In the course of a referral being made to the RFU or statutory agencies, individuals who are accused of causing harm will be informed of the procedures by the RFU. They may also request at any time an update on the progress of the referral.

Investigations are concluded as quickly as possible to ensure that those guilty of causing harm are dealt with expeditiously and those falsely or mistakenly accused are able to return to the game with reputation intact.

15. BARRING FROM RUGBY UNION

A bar may be issued by the Head of Safeguarding or an RFU Legal Officer in accordance with RFU Regulation 21 (Safeguarding). Please refer to <https://www.englandrugby.com/governance/rules-and-regulations/regulations>

16. COMPLAINTS

If you have a complaint in relation to a safeguarding process undertaken by Glossop RUFC, the RFU's safeguarding complaints procedure can be found at:

<https://www.englandrugby.com//dxdam/45/4561a7c8-9e50-4620-80bf9711a26d044e/RFUSafeguardingComplaints.pdf>

17 RELEVANT POLICIES

This policy should be read in conjunction with the following policies and RFU Regulations.

- Glossop RUFC Safeguarding Children and Young People's Policy
- RFU Speak Up Policy (Whistleblowing)
- Transgender Policy
- Regulation 21(Safeguarding)
- Regulation 20 (Anti- Doping)
- Regulation 19 (Discipline)
- Regulation 17 (Anti-Corruption & Betting)

RFU Safeguarding Complaints Policy Further Information Policies, procedures and supporting information are available <https://www.englandrugby.com/governance/rules-and-regulations/regulations>

<https://www.englandrugby.com/governance>

Ann Craft Trust – A leading UK Authority on Safeguarding Adults at Risk

<https://www.anncrafttrust.org/>

RFU Contact Details: The RFU Safeguarding Team contact details can be found here

<https://www.englandrugby.com/governance/safeguarding/rfu-safeguarding-team>

Alternatively you can email safeguarding@rfu.com

APPENDICES 1: A QUICK GUIDE TO DEALING WITH POSSIBLE ABUSE

