



SRU Safeguarding Policy

This policy applies to all stakeholders and staff (including part time or full time), volunteers, players and coaches whom are in affiliation with the union.

- Purpose of this policy:
 - Protect children and young adults who are engaged in Singapore Rugby Union's Rugby services/activities.
 - Providing our coaches, staff and volunteers with the overarching principles that guide our approach to safeguarding and protecting the child/player
- Safeguarding principles:
 - Welfare of the children/player is the top priority
 - Every player regardless of age, gender, ability or disabilities, race, faith, size, language, is to be protected from harm.
 - Any allegation, suspicion of harm and concern will be taken seriously, investigated, and appropriate action taken.
 - Singapore Rugby Union believes that every child or player should never have to experience abuse of any kind. We are committed to promoting the welfare of all children and young adults to keep them safe from any harm.

Core Values of SRU

- PASSION
- RESPECT
- UNITY



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Policy into Practice - Roles and responsibilities

Best Practice Guidance

1. Safe environment

- The Union's duty is to have a safe environment. Where there is an allegation of any abuse report of any suspicions of abuse, the case will be treated seriously and dealt with in confidence. Coaches, volunteers and staff should be appropriately licensed & accredited before they can be deployed for events or programs.
- Before any training, it is the duty of the coaches or facilitators of the session or event to have a safety check of the area environment to mitigate potential risks that could endanger participants.
- It also includes vetting all adult persons to be involved in the activity and suspicious characters who are not a part of the Rugby group are to be barred from the field or sideline areas.
- Communication is crucial to maintain a safe environment. For children, information (name of coach, programs, and etc) have to be given to the parents or guardian of the player. Choosing the appropriate method of providing information to the children, listening to their concerns and feedback as well as considering how or who to communicate in an emergency is key to a safe environment.

2. Club Recruitment

When recruiting staff, clubs have a duty of care to ensure that they hire suitable candidates and exclude those who may pose a threat to the players. It is the duty of the Club management to vet all candidates and ensure that they are appropriately licensed.

3. Training

Clubs should encourage their coaches or adults with a coaching role to attend the Rugby Ready Course and should have a minimum of a level 1 World Rugby Certification. Clubs should also encourage their coaches to be upskilled with a higher coaching certification and also sign up for courses that are offered by the Union. Failure to attain any minimum accreditation, would mean that he or she may not be permitted to continue in the given role. Behaviour and performance of the new volunteers or employees should be monitored for a probationary period to ensure that the best practices are used.

4. Supervision

All clubs should ensure that their volunteers or employees when working with children or youth avoid working in isolation out of the sight of parents or other volunteers and employees. Contingency planning should be in place, especially if any of the player's injury needs immediate attention. In an emergency, the player's injury must be the top priority. There should always be a club representative other than the coach to be available at training or game to help facilitate the contingency plan if any player is injured and needs immediate medical attention.



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Injury management protocols for children:

1. Attend to the injured player
2. Call for medical assistance if needed
3. Inform the parents
4. Representative of the club or parent should be present at all times with the player
5. Injury report follow up with the player

- Adult to Child ratios

There should always be a club representative / team manager at trainings or game day to take charge of the different age groups.

Ratio:

1 : 15 for children > 8 years old

1 : 10 for children > 7 years old

1 : 8 for children > 5 years old

Inappropriate Relationships with Children/Players (Coach Players Relationship)

Volunteers / Coaches / Employee of the club who are responsible for the players, must not enter into any sexual relationship with a player, and especially a child under their care. It is the duty of the club to report or inform the union and authorities if there is any of such behaviour. The person or persons shall be suspended from further participation pending completion of the investigation.

Adults must never send inappropriate or sexually provocative messages or images by text or any other electronic media to children in their care.

5. Disabled Children

Children who are disabled will need additional information, help and support. Any club or volunteers who are engaged with the disabled children program may require additional training and advice to ensure are aware of the challenges and safeguard the children. Some of the children are more susceptible to harm than other participants as they may lack in communication or motor control skills. Coaches and volunteer need to be aware of the challenges these children have and ensure that the relevant program and procedure are done. At all times, there should be a supervising adult / volunteer who is in charge of the participants at the program.

6. Good Role Models

Union employees, volunteers, clubs representatives are held to a high standard of personal behaviour and appearance at any rugby related events. They are also to refrain from acts that are deemed or considered unhealthy in front of their players.



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Procedures

- Signs of Harm
- Areas on how to go about to dealing with certain situations

SRU contact details for such matters which may give rise to concerns and suspicion:

zichun@sru.org.sg

+65 9756 5776

Steps to take if you encounter such an incident

1. Lodge an Incident Report with the available evidence to the SRU rep
2. SRU to inform the individual, who is the subject matter of the Report and suspend his/her further involvement in any Rugby activities with immediate effect.
3. Estimated duration of investigation: 4 weeks (Or more depending on evidence presented)
4. Individual under investigation will be suspended from all activities with immediate effect