



Safeguarding Annual Report

Salisbury Rugby Football Club (SRFC) 22/23

The key areas for improvement that were identified for 22/23 rugby season.

1. Strengthen the process of volunteer recruitment.
2. Provide safeguarding sessions with coaches and team managers throughout the season to promote understanding and improve safeguarding arrangements.
3. Achieve full compliance with DBS checks.
4. Promote: Teamwork, Respect, Discipline, Enjoyment, Sportsmanship (TREDS) values
5. Improve visibility of CSO and Assistant CSO
6. Develop ways to capture and act upon the children's voice in relation to their experience at SRFC.

Progress with these objectives

1. Volunteer recruitment has been in place consistently throughout 22/23. There is a clear written process for recruitment. Each person wishing to take up a volunteer role at SRFC in regulated activity with children is required to complete a recruitment form. References are obtained and a minimum level of safeguarding training is undertaken by the volunteer prior to their DBS application. Within 6 months each volunteer is required to attend Play It Safe, a 3-hour taught training session delivered by the Dorset & Wiltshire Safeguarding Officer. The club has arranged and hosted 6 Play it Safe training sessions at the club in 22/23 season.
2. Four safeguarding sessions have been offered to coaches and team managers in 22/23 either face to face or online. The attendance has been poor. This objective has not been met.
3. It remains a challenge to ensure that all new volunteers that join SRFC throughout the season are identified to the Club Safeguarding Officer (CSO) so that safer recruitment measures are undertaken, and DBS applications are initiated. However full compliance with DBS arrangement was achieved for 22/23.
4. The club has promoted Teamwork, Respect, Discipline, Enjoyment, Sportsmanship (TREDS) values through their safeguarding policy, posters on display as a reminder and the CSO has immediately addressed any concerns that arise.
5. The CSO and Assistant CSO are available by phone and email. They are onsite during training and matches.
6. SRFC were subject to a deep dive safeguarding audit in March 2023.



Safeguarding remains a standing item at the monthly SRFC committee meeting to strengthen the oversight, understanding and accountability of the executive members. The CSO attends each meeting to provide advice and support to the executive to promote compliance with statutory guidance. Examples include information governance, safety arrangements for the changing rooms used by children, management of interim bars, managing external communication, and achieving compliance with RFU regulations.

The CSO has provided responsive advice and support to volunteers for any concerns arising about children.

The CSO has assisted with the rugby tour to ensure the safeguarding arrangements comply with the RFU requirements and that there are adequate risk assessments in place to promote the safety and wellbeing of SRFC members.

The CSO has supported the club to ensure applications for children to play up to ensure that measures are in place and authority provided that minimises the risk of harm to players.

All complaints have been investigated, appropriately resolved and actions taken to learn and improve.

The safeguarding children policy was updated and revised.

The CSO and Chairman have worked closely with the safeguarding team at the RFU and Dorset and Wiltshire to ensure that SRFC do everything required to promote the safety and wellbeing of children and vulnerable adult members.

The Safeguarding Audit findings were very positive about the improvements implemented to improve the safeguarding arrangements at SRFC. The CSO has developed an action plan based on the audit findings. Further improvements are planned for the 23/24 season. The SRFC committee has a safeguarding improvement plan which will be overseen by the CSO. Copy available on request, main areas include:

1. Improvements to the accessibility of the SRFC safeguarding policy on club website.
2. Role profile for First Aider role to be developed and provided to volunteer prior to recruitment. (Role profile for Coach, Team Manager in place)
3. TREDs posters to be pitch side to offer a constant reminder to all children, parents, and members.
4. Introduction to Safeguarding and Headcase online training in GMS is undertaken by all Volunteers every year.



5. All First aiders will wear an identifying tabard during all training and matches so that there is no doubt about first aid cover.
6. More safety measures to be implemented to prevent anyone other than players and match officials entering the changing room corridor when children are using the changing facilities.
7. SRFC to adopt the RFU code of Conduct Policy in full. Copy to be available on club website.
8. SRFC to make attempts to increase capacity in CSO and assistant CSO roles to facilitate safer recruitment of volunteers.
9. SRFC to ensure all volunteers attend Play It Safe training every three years.
10. SRFC to ensure that all Volunteers engaged in coaching activities have attended the prerequisite training.
11. Colts and Senior coaches to read regulation 15 to understand the process for 17-year-old training and playing with adults. No 17-year-old should be training with adults unless the relevant forms have been completed.
12. First Aid kits to be checked weekly and replenished as needed.

The current CSO has been in role for the last two years and will be replaced by a new CSO for the new season.