

Doha Rugby Football Centre

SAFEGUARDING AND CHILD PROTECTION POLICY

Introduction

The United Nations Convention on the Rights of the Child proclaimed by General Assembly Resolution 1386(XIV) of 20 November 1959. This was the basis of the Convention of the Rights of the Child adopted by the UN General Assembly 30 years later on 20 November 1989. The Convention on the Rights of the Child was entered into force on 2 September 1990.

Safeguarding in sport refers to proactive measures designed to protect athletes, especially children and vulnerable adults, from abuse, harm, and neglect. It ensures a safe environment where participants can develop physically, mentally, and socially without fear of exploitation or maltreatment. (Sport England).

The **Doha Rugby Football Centre (DRFC)** is committed to safeguarding the welfare of all its members, particularly children, youth, and vulnerable individuals. This policy establishes a unified approach to ensuring a safe, respectful, and inclusive environment for all participants. The foundation of this policy aligns with the principles outlined in the **United Nations Convention on the Rights of the Child**, ensuring that every child is protected from harm, neglect, and abuse.

Educators, coaches, volunteers, and all individuals associated with DRFC must adhere to this policy and comply with national and international safeguarding standards.

Scope of the Policy

This policy applies to all **members, coaches, volunteers, staff, and visitors** involved in any capacity with the Club. Special focus is given to safeguarding children and youth in the **Minis and Youth Section** and the **Girls' Section (17 years and under)**. The policy applies to both in-person and online interactions.

Key Principles

- The **welfare and safety of children and youth** are paramount.
- All individuals, regardless of **age, gender, ethnicity, disability, religion, or sexual orientation**, have the right to protection from harm.
- Safeguarding is a **collective responsibility** shared by everyone within the Club.
- Any concerns or allegations of abuse will be taken **seriously and addressed promptly**.

- DRFC is committed to **creating a positive and inclusive sporting environment.**

Roles and Responsibilities

- **Club Management:** Ensure the safeguarding policy is implemented, communicated, and reviewed annually.
- **Coaches and Volunteers:** Comply with safeguarding procedures and report concerns promptly.
- **Members and Visitors:** Adhere to the safeguarding policy and report any issues to the designated safeguarding contacts.

A **Safeguarding Response Team** will be appointed, including a **Designated Safeguarding Lead (DSL)**, responsible for overseeing safeguarding matters.

Safeguarding Procedures

Minis and Youth Section

- All **coaches and volunteers** must undergo **background checks** and **safeguarding training.**
- Appropriate **adult-to-child ratios** will be maintained during all activities, including training sessions and matches.

Under 8s	1:8
Under 9-12s	1:12
Over 12s	1:15

- **One-on-one interactions** between a coach and a child must be conducted in an **open and observable setting.**

Girls' Section (17 Years and Under)

- At least **two adults/coaches** must be present during all training sessions, matches, and club-related activities. **One must be female.**
- Clear and transparent **communication guidelines** will be established between coaches and players.
- **Regular safety reviews** will be conducted to ensure best practices are followed.
- **Male coaches** with female players and **adult coaches** with players under 18 **must not participate in contact drills.**

Code of Conduct

- Treat all members with **respect, dignity, and fairness**.
- Refrain from **discriminatory, offensive, or inappropriate language and behavior**.
- Adhere to all **Club policies and procedures**.
- Report any breaches or concerns to the designated safeguarding contacts.

Reporting and Responding to Concerns

- **Recognise:** Be vigilant and aware of signs of abuse, neglect, or harm.
- **Respond:** Listen calmly and reassure the individual without making assumptions or promises of confidentiality.
- **Report:** Communicate concerns promptly to the designated safeguarding contact. Do not attempt to investigate independently.
- **Record:** Document concerns clearly, accurately, and confidentially.

All safeguarding concerns will be handled confidentially, with information shared only on a **need-to-know basis**.

Training and Awareness

- All **coaches, volunteers, and staff** must complete **safeguarding training** and sign to confirm understanding of the safeguarding policy.
- Regular **workshops and updates** will be provided to ensure ongoing awareness of safeguarding responsibilities.

Safer Recruitment

- DRFC will ensure all staff and volunteers undergo appropriate background checks in line with **Keeping Children Safe in Sport** guidelines.
- Reference checks will be conducted before employment, and staff must adhere to a **strict code of conduct**.

Relationships Between Players and Coaches

DRFC follows the RFU Safeguarding Policy and World Rugby regulations to ensure that all relationships between players and coaches remain professional and appropriate.

- **Professional Boundaries:** Coaches must maintain a **clear boundary** between their role as an authority figure and a personal relationship with players, no matter which section they are coaching.

- **No Favouritism:** Coaches must ensure **fair treatment** of all players and avoid any form of favoritism.
- **No Personal or Inappropriate Contact:**
 - No private messaging on personal social media or private phone calls.
 - No one-on-one meetings in private settings.
 - Physical contact should always be appropriate, necessary, and clearly explained to the player.
- **Respect and Well-being:** Coaches must create an **inclusive and respectful environment**, ensuring that all interactions promote the **emotional and physical well-being** of players.
- **Reporting Concerns:** Any **suspected abuse, inappropriate relationships, or misconduct** must be reported immediately to the **Safeguarding Lead or Club Management**.

Monitoring and Review

This policy will be **reviewed annually** or following any significant legislative or Club changes. **Member feedback** will be sought to enhance its effectiveness.