

## CLUB WELFARE POLICY

Towcestrians Rugby club 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 Welfare Officer is appointed with representation on relevant club committees.

The welfare policies, codes of conduct and good practice will be published and available to show the clubs commitment to providing a safe environment. The Club will ensure that all coaches sign up to the relevant codes.

The club 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.

The Club 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.

The club 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.

The club will ensure guidelines are in place to control and monitor the use of photographic images of children.

The club has an anti-bullying policy, which is actively promoted.

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

- a. Terms of Reference of the Welfare Officer
- b. Club Welfare Policy
- c. Code of Conduct for Coaches
- d. Code of Conduct for Parents/Guardians
- e. Code of Conduct for Players
- f. Disciplinary Policy
- g. Anti-Bullying Policy
- h. Photography Policy
- i. Tours Policy
- j. Equity Policy