



## **Cumbria Rugby Union Referees Society Safeguarding and Child Protection Policy**

### **1. Keeping Children and Adults Safe**

1.1. Safeguarding is a matter taken very seriously by **Cumbria Referees Society** and all its members. We will use the RFU Safeguarding policy as the framework that we work within [Link](#)

1.2. The referee society understand that when officiating rugby where children are playing we will look to ensure that we provide a safe, secure and enjoyable environment, and adhere to the principles laid out in section 7 of the Age Grade Rugby Code of Practice [Link](#) and RFU Regulation 21 [Link](#)

1.3. **Cumbria Referee Society** has a dedicated Safeguarding Officer, any concerns or questions please contact them on the contact e-mail address or telephone number below

1.4. To endeavour to ensure we deliver this safe environment for both young players and young match officials to enjoy their rugby experience we will undertake the following activities and actions:

1.4.1. We will, wherever practicable, appoint a DBS checked referee to U18 matches. They must also have signed to say they have read and will adhere to the RFU Safeguarding Policy

1.4.2. **Cumbria RFURS** will run “Play it Safe” Courses and seminars (In conjunction with Cumbria RFU Ltd) for its members and CMODs, in line with RFU Best Practice

1.4.3. Safeguarding will be a standing item on the agenda of all executive meetings

1.4.4. Under 18 Match Officials will only be managed and mentored by members whom have a current DBS and have undertaken the “Play it Safe” course

1.4.5. Under 18 Match Officials will have a Chaperone appointed to all of their Appointments [RFU Regulation 12.1.4] [Link](#)

1.4.6. Under 18 Match Officials will receive a presentation on what **Cumbria Referee Society** will do to support them to be safeguarded themselves, we will also invite their parents

1.4.7. Videoing Games/Referees for Training/Development

- If the society wishes to video an U18 Game – they must have permission from BOTH clubs’

- If the society wishes to video an U18 Referee – they must have parental permission

1.4.8. Review the policy annually and update as required

### **2. Contact numbers / details;**

- **NSPCC:** 24 hour Freephone: [0808 800 5000](tel:0808 800 5000)
- **RFU Safeguarding Line:** (an unmanned 24 hour answerphone service): [0208 831 6655](tel:0208 831 6655)
- **Cumbria Referee Society Safeguarding Officer:** Liam Nicholls – [07711 901 374](tel:07711 901 374) – [liamnicholls@rfu.com](mailto:liamnicholls@rfu.com)
- **RFRU Safeguarding Manager:** [Link to RFRU website](#)

### 3. Resources to be consulted for up to date safeguarding advice and recommendations

- England Rugby – [Safeguarding Children](#)
- England Rugby – [Safeguarding Adults](#)
- England Rugby – [Sharing Concerns and Reporting an issue](#)
- The Child Protection In Sport Unit (CSPU) - [Keeping Children Safe in Sport](#)
- NSPCC – [What to do if you suspect abuse or are concerned about the welfare of a child](#)

**If you suspect any concerns around safeguarding, do not hesitate to seek advice.**

**In an emergency, if a child is in immediate danger, call 999**

### 4. Child protection policy

4.1. **Cumbria Referee Society** have adopted the RFU's Safeguarding Policy 4.1.1. When refereeing young players match officials should:

- Recognise the importance of fun and enjoyment when officiating young players;

- Appreciate the needs of the players
- Be a positive role model
- Recognise that safety is paramount
- Provide positive verbal feedback during games
- Explain decisions – most young players are still learning
- Not tolerate verbal abuse

### 5. Match Officials **MUST NOT**

- Change in the same area as young players or Young Match Officials
- Shower with young players or Young Match Officials – agree with the coaches a timetable
- Be alone with young players or Young Match Officials at any time – if a young player or Young Match Officials comes into the dressing room ensure another adult is present
- Unless in an emergency, administer first aid
- Check studs without the coach being present
- Allow a young player to continue playing if you have doubts about their fitness to do so
- Tolerate bad language from young players
- Use Bad Language
- Overtly criticise young players or use language which may cause the player to lose confidence or self esteem
- Make sexually explicit remarks to young players even in fun
- Engage in any inappropriate contact with young players
- Give a lift to a player or Young Match Officials unless there are other young people or adults in the car and the parents are aware and informed
- Take a young player or Young Match Officials to your home

### 6. DBS Process

- To begin the DBS process, please contact the Cumbria Referees Society Safeguarding Officer – Liam Nicholls – [liamnicholls@rfu.com](mailto:liamnicholls@rfu.com) / 07711 901 374

## 6. Match Officials **MUST ALWAYS**

6.1. Report, in writing, to the Club or CB Safeguarding Officer and/or the RFU Safeguarding Team, behaviour by adults which you feel contravenes the RFU Safeguarding Policy

- Verbal bullying by coaches/parents/spectators
- Physical abuse by coaches/parents/spectators
- Inappropriate or aggressive contact by an adult to a young person
- Verbal abuse directed at you by young people or adults

**REMEMBER** *“The welfare of all young people is paramount”*

Signed (on behalf of Cumbria Rugby Union Referees Society)



**Start Date of Policy:** October 2025

**Review by:** October 2026

