



# Staffordshire Rugby Union Society of Referees Limited

## Safeguarding Policy

Approved by the Executive Committee of SRUSR Ltd. on 12<sup>th</sup> January 2026.

## Safeguarding Policy

1. Staffordshire Rugby Union Society of Referees Limited (hereafter SRUSR) acknowledges its responsibility to safeguard the welfare of all children and vulnerable adults involved with SRUSR from harm.
2. SRUSR confirms that it adheres to the Rugby Football Union's Safeguarding Policies and endorses and adopts the Policy Statements contained in that document and any successor policy.
  - a. [RFU Safeguarding Policy for Children](#)
  - b. [RFU Safeguarding Adults Policy & Procedures](#)
3. For the purposes of this Policy a child is defined as anyone under the age of 18. This includes 17-year-olds playing in the adult game. This also includes any match official under the age of 18 years.
4. The Key Principles of the RFU Safeguarding Policy are that:
  - The welfare of the child is, and must always be, paramount to any other considerations.
  - All participants regardless of age, gender, ability or disability, race, faith, culture, size, shape, language, or sexual identity have the right to protection from abuse or harm.
  - All allegations or suspicions of abuse, neglect, harm, and poor practice will be taken seriously and responded to swiftly, fairly, and appropriately.
  - Working in partnership with other organisations, statutory agencies, parents, carers, children, and young people is essential for the welfare of children.
  - Children have a right to expect support, and personal and social development delivered by appropriately recruited, vetted, and managed individuals in relation to their participation in Society activity.
5. SRUSR recognises that all children have the right to participate in sport in a safe, positive, and enjoyable environment whilst at the same time being protected from abuse, neglect, harm, and poor practice. SRUSR recognises that this is the responsibility of everyone involved, in whatever capacity, in the Society.
6. SRUSR will implement and comply with the RFU Code of Conduct.
7. SRUSR Safeguarding Officers contact details can be found on the SRUSR website
  - a. [SRUSR Website - Safeguarding](#)
8. If you witness or are aware of an incident where the welfare of a child involved in Society activity, either as a volunteer or in an officiating capacity, has been put at risk you must, in the first instance, inform the Society Safeguarding Officer. They will then inform the CB Safeguarding Manager (Staffordshire Rugby Union) and the RFU Safeguarding Team as appropriate. If an

incident involves the Society Safeguarding Officer you should inform the SRUSR Chair, and either the CB Safeguarding Manager (Staffordshire Rugby Union) or, if unavailable, the RFU Safeguarding Team. Their contact details are available on the relevant websites.

9. All members of SRUSR who work with children in a Regulated Activity must undertake an RFU Disclosure and Barring Service (DBS) check in accordance with RFU Regulation 21.
  - a. Members should complete the DBS application and renewals in good time. Members are required to complete all online courses as part of the DBS Process
  - b. After completion of the RFU DBS Process, members should opt for future automatic renewals. Any costs associated with the RFU DBS process can be claimed via the SRUSR Expense Process
  - c. DBS details must be provided to the SRUSR Appointments Team to record the details on WtR (Who's the Ref)
10. SRUSR will ensure that all its members, whether they are coaches, committee members, match observers, or fellow officials, comply with the Best Practice Guidance as issued by the RFU. In summary, the following are **NOT** acceptable and will be treated seriously by the Society and may result in disciplinary action being taken by the Society, SRU or the RFU. However, the following is not an exhaustive list and, where necessary, disciplinary action may be taken against SRUSR members in the event of other reported and proven incidents:
  - Working or traveling alone with a child (unless acting with parental permission or as a chaperone).
  - Consuming alcohol whilst responsible for children.
  - Providing alcohol to children or allowing its supply.
  - Smoking in the presence of children.
  - Humiliating children.
  - Inappropriate or unnecessary physical contact with a child.
  - Participating in, or allowing, contact rugby involving adults and children, including training games or contact drills.
  - Having an intimate or sexual relationship with any child developed because of being in a 'position of trust.'
  - Making sexually explicit comments or sharing sexually explicit material.
11. SRUSR will ensure that all clubs where child society members are officiating are made aware that adults must not change at the same time, using the same facilities as children and of the obligations of those on the pitch to ensure the child's welfare and safety. SRUSR will ensure that children officiating the adult game will be appropriately supervised.

12. SRUSR Members, appointed to Age Grade games should check changing room arrangements in advance of attending the game to ensure there are no safeguarding risks.
13. Any player, coach or spectator who verbally or physically abuses a child match official may be subject to Safeguarding, as well as Disciplinary, procedures.
14. SRUSR will ensure that its coaches, mentors, and match observers/assessors will receive the support and training considered appropriate to their position and role.