

RFU Safeguarding Bulletin

July 2019

USEFUL LINKS & CONTACTS

<https://www.englandrugby.com/governance/safeguarding/>

For DBS enquiries: dbseapp@rfu.com

For general safeguarding help:
Safeguarding@rfu.com

For GMS assistance:
GMSSupport@RFU.com

RFU 24 hour child protection message service – Tel 0208 831 6655.



[@RFUSafeguarding](https://twitter.com/RFUSafeguarding)

WELCOME TO OUR NEW SAFEGUARDING BULLETIN!

The Safeguarding Team are delighted to launch this new communication tool to talk about all things safeguarding within rugby. Whilst it is aimed specifically at our Club Safeguarding Officers and Constituent Body Safeguarding Managers, please feel free to forward to anyone you think might be interested. Our hope is that this will become a mechanism for us to highlight areas of safeguarding practice that will be of interest to you, provide updates in relation to policies or procedures and a way of sharing good news and best practice; please let us know if there are particular areas that you would like us to cover.

If you have something that works well in your club, a new initiative, or positive story, do get in touch with us and perhaps your club could feature in our next bulletin!

Introducing the Safeguarding Team

Chris Rawlings is our Safeguarding Compliance Officer and the longest serving member of our team having joined the RFU in 2004! Chris can answer your questions in relation to all things DBS. Prior to joining the RFU in 2004, Chris worked within HM Customs & Excise handling a variety of roles as a civil servant. Outside of work, Chris enjoys music and is a keen guitar player.

Clare Scott is our Safeguarding Case Officer and joined the RFU after 17 years in the Metropolitan Police Service in 2017. Her experience in safeguarding comes from 17 years in response policing, CID, intelligence, the Multi-Agency Safeguarding Hub, and prior to leaving the Police service worked for two years investigating serious sexual offences. Clare describes a conflict of interest as far as rugby goes being Welsh and working for the RFU!

Kath Bennett is the RFU's Safeguarding Case Manager and joined the RFU in 2013. Kath has a broad investigative background having previously worked in policing in Wales and London for nearly 20 years. After Policing, Kath worked in Early Years Education, became a school Governor and a Club Safeguarding Officer at her local rugby club. Sundays are often spent on the touchline watching rugby as both her sons now play Colts rugby.

Vivien Rimmer is the newest member of the team having been appointed to the post of Head of Safeguarding in October 2018. Viv has been a registered social worker for 20 years and her most recent post before joining the RFU was as Head of Safeguarding Standards and Principal Social Worker for three local authorities in the South East. Viv describes rugby as being in her blood having played for Bath Ladies and the South West of England in the 1980s before going on to captain her university team.



**Do you want to monitor your club's DBS records?
Do it on GMS!**

Disclosure and Barring Service – your questions answered...

“I am a new CSO; can you please explain my responsibilities once an individual's DBS certificate has been cleared by the RFU?”

It is important to understand that the DBS clearance is only one part of an effective safer recruitment process.

Once the DBS certificate has been cleared by the RFU, the club should ensure that the applicant is a suitable person to work with children. This means they act appropriately around children, they are a role model, and they demonstrate rugby's Core Values. We would advise that the clubs use the [RFU Volunteer Application Form](#) when recruiting and follow up references/contact with previous clubs.

To assist clubs, DBS status is shown on the Game Management System (GMS) within the “Reports” function.

Think of the DBS certificate as a snapshot in time, showing details of an individual's criminal record *at that time*. This means we require a DBS application renewal every 3 years to update that snapshot. Clubs should engage in a continuous review of individuals working with children to ensure they remain suitable. If someone receives a caution or conviction *after* DBS clearance is granted, they **MUST** inform the RFU Safeguarding Team ([RFU Regulation 21.2](#)).

60 seconds with... (Our regular feature highlighting an individual, club, CB or just good practice!)



We are beginning with Dave Larham who is a Rugby Development Officer in Oxfordshire

Tell us more about your job role ... I am the Rugby Development Officer (RDO) in Oxfordshire. My role is to encourage rugby, and its values, to flourish across the county. Part of the role is to protect everything that makes rugby so special and develop deeper relationships with those already involved in the game. I help to support our clubs to make the game as safe and enjoyable as possible. As a Safeguarding Tutor, I can also offer advice and support best practice.

How closely do you work with the Safeguarding Manager for your CB and how beneficial has this been for your CB?... When I came in to the RDO role, our CB Safeguarding Manager (CBSM) role was vacant. We recruited Jenny Bosley who now looks after child protection in Oxfordshire RFU, with me overseeing the ongoing safeguarding awareness and training requirements. This has been a hugely beneficial partnership.

Can you share some of the work you do in your CB to promote safeguarding good practice?... The RFU Club Accreditation process gives me an opportunity to get a full picture of the volunteer workforce in a club. Cross-referencing with GMS, we can identify what DBS and Safeguarding gaps exist within a club. We run the GMS Club Training Report and RAG-rate it against recommended qualifications needed for the role. The RAG-rated Report is shared with the Club's Coaching Coordinator, Referee Coordinator and Club Safeguarding Officer so that skills-gaps are clear and can be filled. This means we can arrange Play It Safe courses and other training around the needs of the club. [See sample report here](#)

What has been your favourite moment working for the RFU so far?... Working with volunteers and listening to their stories about what they do for our sport. I was lucky enough to lead a group of volunteers to watch an England Rugby training session at Pennyhill Park and it was humbling to see how rewarded they felt. That day resonated with me because we have so many selfless people who do fantastic work to help our game flourish for the benefit of others.

WE HOPE THIS HAS BEEN USEFUL – LOOK OUT FOR OUR NEXT BULLETIN WHICH WILL FEATURE AN UPDATE IN REACTION TO CHANGES IN REGULATIONS...