



DBA Africa rugby academy Safeguarding Children and Young People Policy

Policy Definitions

1. 'Children and young people' – Any member of the DBA rugby academy who is under the age of 18.
2. 'The Academy' – DBA rugby academy
3. Staff – Adult employees of DBA rugby academy including but not limited to DBA Coaches, DBA Athlete Mentors and support staff.

Purpose of Policy

DBA rugby academy acknowledges its responsibilities toward protecting children and young people and to safeguard the well-being of all children and young people involved in its activities. The Academy will therefore maintain the following.

Aims

This policy applies to all DBA rugby academy staff and volunteers representing the interest of the Academy. The policy endeavours to:

- Institute a safe environment in which children and young people can learn, develop and flourish.
- Ensure the Academy implements safe recruitment procedures in locating appropriate staff and volunteers to work with children and young people.
- Enhance the awareness of children and young people on protection issues and teaching them the skills required keep them safe.
- Develop and effectuate procedures for identifying and reporting cases, or suspected cases, of abuse.

Action to be taken by DBA rugby academy

The Academy will be guided by the children and young people protection procedures set out by Article 53 of the Kenyan Constitution (<https://www.klrc.go.ke/index.php/constitution-of-kenya/113-chapter-four-the-bill-of-rights/part-3-specific-application-of-rights/219-53-children>) as well as The Children's Act of 2001 (http://kenyalaw.org/kl/fileadmin/pdfdownloads/Acts/ChildrenAct_No8of2001.pdf).

In addition to this the Academy shall:

- Provide for a designated senior safeguarding official from within the Academy staff who has received suitable training to perform this role.
- Ensure we have a liaison from the Department of Children Services, who shall educate and train all staff and volunteers on appropriate practices as well as sensitize children and young people on their rights and how to recognise abuse.
- Ensure all staff, volunteers and children and young people within the Academy know the name of the designated safeguarding officer as well as the liaison from the children's office and how to reach him/her.
- Ensure all staff and volunteers comprehend their duty to be vigilant toward any and all signs of abuse as well as their responsibility to record any concerns and refer them to the safeguarding officer.
- Ensure all staff working with and alongside children will provide a Certificate of Good Conduct from the Directorate of Criminal Investigation to ensure they have not committed any offences that could endanger or prohibit them, from working with children.
- Ensure all staff working with and alongside children receive children and young people protection awareness training from the Department of Children Services.
- Ensure confidential records of children and young people's well-being and protection concerns are kept, even where there is no imminent need to refer to the matter.
- Ensure that any allegations against members of staff in regard to a child or young person's well-being and protection are handled with urgency, and all concerns regarding staff reported to the designated safeguarding officer, and provide for the child or young person to be able to give their account free from any form of duress or intimidation.
- Ensure all staff and volunteers receive and sign for a copy of this policy where appropriate.

Safeguarding Practices

The DBA rugby academy shall have zero tolerance toward these practices and actions and all staff will be trained as to what 'inappropriate behaviour' towards children and young people in the care of the Academy entails.

All DBA Rugby Academy members of staff and volunteers must never:

- Be inappropriate or have unnecessary physical contact with children and young people.
- Participate in any extreme contact games or training with children and young people.
- Consume alcohol whilst responsible for children and young people or within 10 hours of coaching.
- Provide alcohol to children and young people or allow for its supply.
- Smoke in the presence of children and young people.
- Have an intimate or sexual relationship with any child or young person as a result of being in a position of trust; this includes making sexually explicit comments or sharing sexually explicit material.
- Use inappropriate language or allow children and young people to use inappropriate language
- Allow allegations by children and young people to go unquestioned or not acted upon.
- Depart the activity centre until the safe collection of all children and young people.
- Cause any individual, whether staff or children and young people under the care of the Academy to lose self-esteem by embarrassing, humiliating or undermining the individual.
- Treat particular children or young people favourably to others.
- Communicate with the players directly outside of the academy, only via parents or guardians.

Positions of Trust

All Academy staff who work with children and young people are placed in a position of trust proffered upon them by the children and young people's parents/guardians, placing the member of staff in a position of influence. Having an intimate or sexual relationship with children or young person under 18 is unlawful, even where there is apparent consent from the young person, further a consensual sexual relationship between an adult in a position of trust with a young person under 18 is contrary to the policy and procedures of the DBA rugby academy and will be subject to disciplinary procedures and criminal prosecution. All staff within DBA rugby academy have a duty to raise concerns about the behaviour of any staff member of the Academy, volunteers or anyone in a position of trust with children and young people.

Support to Children and Young People at Risk

We acknowledge that children and young people who are abused, or witness violence may find it difficult to develop a sense of self-worth. DBA rugby academy endeavours to be a steadfast, enjoyable, and secure element in the lives of children and young people. The Academy will endeavour to support children and young people through:

- Protecting the children and young people from any and all forms of physical, emotional and sexual abuse, ensuring no avenues exist through which children and young people will be neglected at the Academy as well as holding zero tolerance toward bullying of any kind.
- Promotion of a positive, supportive and secure environment which gives children and young people a sense of being valued.
- DBA rugby academy's code of conduct which ensures that the children and young people know that some behaviour is unacceptable, but they are valued and not to be blamed for any abuse which has occurred.