



Club Safeguarding of Children Policy

Last Updated January 2022
Club Safeguarding Group

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Manchester Sale Rugby Club Limited, Sale Sharks Training Ground, 31 Carrington Lane, Carrington M31 4AB
Registered in England & Wales: 3333690



Section 1: Introduction to the policy

Sale Sharks recognises and accepts its responsibility for the safety and wellbeing of children who come within the care of the organisation and its staffing.

Our aim is to create a safe, secure environment for all and systems have been put in place to prevent or minimise the risk of abuse occurring within the organisation, and for appropriate action to be taken when staff are made aware of abuse taking place.

The purpose of the policy:

To provide protection for children who receive services from Sale Sharks and associated departments

To provide staff and volunteers with guidance on procedures they should adopt in the event that they suspect somebody may be experiencing, or be at risk of, harm.

This is a whole club policy encompassing all departments including commercial, community and academy. This is not exhaustive and will be supported by departmental specific policies based around needs assessments.

We recognise that:

Every person should have the right to live a life free from abuse, regardless of age, disability, gender, race, religious belief, sexual orientation or identity and everyone has the right to equal protection from all types of harm or abuse

Working in partnership with children and their support networks where required is essential in promoting and embedding this policy.

We will seek to safeguard children by:

Valuing them, listening to and respecting them

Adopting safeguarding guidelines and best practice through procedures and a code of conduct for staff and volunteers

Recruiting staff and volunteers safely, ensuring all necessary checks are made

Sharing information about safeguarding and best practice

Sharing information about concerns with the appropriate agencies in a confidential manner

Providing effective management for staff and volunteers through supervision, support and training.

There are three main elements to our policy:

1. Preventing unsuitable people working with children and ensuring that staff are appropriately trained.
2. Procedures for identifying and reporting cases, or suspected cases, of abuse. The definitions of the six categories of abuse are attached (see Appendix A)
3. Supporting vulnerable children or those who may have been abused or witnessed violence towards others.

Children are defined for the purpose of this policy in accordance with the UN convention of Rights of a Child as anyone under the age of 18. The UK and RFU have ratified this convention.

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Our policy applies to all staff, paid and unpaid, working on behalf of the and is reviewed annually.

Section 2: Recruitment and Employment

The aim of this section of the policy is to ensure suitable persons are working with children and that staff are appropriately trained and confident in dealing with safeguarding issues.

Section 2.1: Recruitment

No individual will be recruited on a paid or voluntary basis into a 'Position of Trust' without satisfactory clearance from the Disclosure and Barring Service (DBS). Nor without the necessary qualifications, coaching qualifications for the role in which they have been appointed.

Sale Sharks, through the RFU, will ensure appropriate checks are completed. Records of all staff/volunteers' DBS numbers will be recorded against their GMS (game management system) entries.

No applicant, conditionally offered a position of trust with the Sale Sharks, should start work with children without constant supervision before a satisfactory clearance has been received.

An individual applying for a post which involves contact with children must attend the necessary safeguarding training either "Play it Safe" and or "In touch" (or equivalent) in line with their professional development. Moreover candidates must complete both an interview and coaching audit in-line with the Sale Sharks recruitment process.

Appropriate renewals of an individual's criminal history and safeguard training will be completed in line with guidance issued by The RFU at the justified time.

Section 2.2: Understanding roles and responsibilities

All staff, paid and unpaid, working on behalf of the Sale Sharks must recognise their duty around safeguarding (both for children and Adults at Risk). They should also feel confident to raise concerns about poor or unsafe practice in regard to such persons and that such concerns are addressed sensitively and effectively in a timely manner in accordance with agreed whistle-blowing policies.

All staff, paid and unpaid, will be reminded that it is not the responsibility of anyone within Sale Sharks to decide whether or not abuse has taken place. However, there is a responsibility to act on any concerns and report issues to a nominated person to investigate. The RFU and Sale Sharks will then investigate and in serious cases social services and the police will take a lead on investigations as per regulation 21 (please refer to 3.3) and national policy.

<https://www.englandrugby.com/dxdam/a4/a4f02b3f-8726-4c12-bcd3-6610345b7f68/safeguardingpolicybooklet.pdf>

<https://www.englandrugby.com/governance/rules-and-regulations>



Section 2.3: Safeguarding training

Sale Sharks will provide safeguarding training for all staff, paid and unpaid from the point of their induction which is updated regularly, every three years at a maximum, so that they are confident about:

- Sale Sharks legislative responsibilities
- their personal responsibilities
- the Sale Sharks policies and procedures
- the need to be alert to the signs and indicators of possible abuse, including abuse (including possible child sexual exploitation - CSE, radicalisation, and mental health).
- the need to record concerns
- how to support and respond to a child who makes a disclosure of abuse
- how to report and respond to a 3rd party who makes a disclosure of abuse
- Sale Sharks will, if required support staff who have been affected by such reports.

Section 3: Procedures for reporting cases (or suspected cases) of abuse

Section 3.1: Designated Sale Sharks Safeguarding Officer(s)

Sale Sharks will ensure there is a designated senior person who has lead responsibility for safeguarding children who has undertaken, as a minimum, RFU Child/Club Safeguarding Officer Training. Who will have undertaken RFU "In-touch" course and has appropriate experience relative to the role.

Contingency arrangements will be put in place to deal with an incident if the designated senior member of staff is not available. This will include nominating at least one other member of the senior staff team with responsibility for overseeing the safeguarding policy.

The Senior Management of Sale Sharks have recognised the importance of the role of the designated person(s) and will ensure they have the time, training and support necessary to undertake their duties.

Sale Sharks will ensure every member of staff, paid and unpaid knows who the designated members of staff are and the procedures for passing on concerns. This will be communicated to each staff member as part of the induction process and will ensure every member of staff is aware:

- the name of the designated person(s) and their role
- how to identify the signs of abuse and neglect
- how to pass on and record concerns about a child
- that they have an individual responsibility to be alert to the signs and indicators of abuse and for referring child protection concerns to the Designated Person/s
- that they have a responsibility to provide a safe environment for children

See Appendix C "Chain of reporting and key personnel"



The Sale Sharks Safeguarding Officer will

1. be clear about the Sale Sharks responsibilities when delivering activities. This involves;

- Ensuring the Sale Sharks policies and procedures are up to date with current legislation and guidance.
- Ensure all staff and volunteers are up to date with safeguarding training and are aware of the Sale Sharks policies and procedures.

2. Promote and Support by:

- a. knowing local authority safeguarding staff and procedures

3. Monitoring:

- a. Ensure that the policies are working in practice, such as Anti-Bullying Policy and Equality.
- b. Manage appropriately incidents of poor behaviour in line with the Sale Sharks and RFU Policy and liaising with The RFU Safeguarding Officer.
- c. Ensure that all those working with vulnerable groups are appropriately supervised, trained, and have had the appropriate checks completed.

Section 3.2 Risk Management

All activities involving vulnerable groups must be risk assessed by the Sale Sharks, which may at times involve discussion with additional service providers. However it is important that staff and volunteers ask the following questions:

- What is the activity?
- Which age groups are involved?
- What is the environment like where the activity is taking place?
- Are there any special needs, disability or other circumstances that need to be considered?
- Are the groups mixed in age, ability and gender?
- What experiences and qualifications do the organisers/staff possess?

It is important to consider the familiarity of the venue and the level of responsibility individuals will have for an activity. The principle for assessing potential risks remain the same whatever the activity.

Section 3.3: Responding to allegations or suspicions against a member of staff

Any allegation of abuse made against a member of staff will be reported straight away to Sale Sharks Safeguarding Lead. In cases or the event of the Safeguarding Officer being subject of an allegation, it must be reported to another designated staff member or the Senior Management Team.

If there is an allegation (or a suspicion) of abuse against a member of staff a decision about whether to suspend the person on full pay will be decided by the Senior Management Team in line with the disciplinary procedure. In consultation with the RFU, Sale Sharks will assess all cases to decide whether a member of staff or volunteer can be reinstated and how this can be sensitively handled. This will be dependent on the outcome of any investigation or criminal investigation and Sale

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Sharks will ensure that it does not breach the Safeguarding Vulnerable Groups Act 2006 by reinstating a person who is on the barred list.

Additionally this should fall in-line with RFU Regulations 21:

<https://www.englandrugby.com/governance/rules-and-regulations>

Once the RFU have assumed management of a case the club should take no further action until advised by the RFU.

Safeguarding investigations are handled by the RFU Safeguarding team and presented to the RFU's Referral Management Group (RMG). The RMG is a cross-departmental group charged by the RFU with assessing the risk that individuals pose to Adults at Risk.

Where there is a complaint against a member of staff there can be three types of investigation:

- A criminal investigation led by the Police
- An investigation led in a multi-agency approach by the Local Authority (LADO)
- A disciplinary or misconduct investigation led by Sale Sharks which may involve the RFU

The results of the Police and Local Authority investigation may well influence the disciplinary investigation.

All allegations of poor practice will be investigated by the Safeguarding Officer and / or Senior Management Team.

Concerns about suspected abuse:

- Any suspicion that a child or vulnerable individual has been abused by either a member of staff or a volunteer should be reported to the Safeguarding Officer who will take such steps as considered necessary to ensure the safety of the individual in question and any other person who may be at risk.
- The allegation may be referred to statutory agencies and RFU.
- Following advice from statutory agencies and RFU, those who need to be notified will be contacted.
- If the Safeguarding Officer is the subject of an allegation, the report must be made to an additional safeguarding officer or the RFU safeguarding advisor.

Every effort should be made to ensure that confidentiality is maintained for all concerned.

Information should be handled and disseminated on a need to know basis only. This includes:

- The Safeguarding Officer and Senior Management representative.
- The carer of the person who is alleged to have been abused, if applicable.
- The person making the allegation.
- Local Authority and Police if required in serious cases.
- Dependent on role, the National Governing Body.

Information will be stored in line with the Data Protection Act 1998.

No contact should be made with the alleged abuser, particularly if this is another vulnerable individual or the carer of the alleged victim. The Safeguarding Officer will ensure that any disciplinary proceedings against staff relating to safeguarding will be concluded in full even when the member



of staff is no longer employed by Sale Sharks and that notification of any concerns is made to the relevant authorities and professional bodies and included in references where applicable.

Local Authorities Designated Officer (LADO) will be liaised with to collate information relative to safeguarding and protection.

Staff who are the subject of an allegation have the right to have their case dealt with fairly, quickly, and consistently and to be kept informed of its progress.

Consideration must be given to the needs of the adult and a recognition that an Adult at Risk, may make an allegation against an innocent party because they are too afraid to name the real perpetrator or may make a malicious accusation. On occasions Adults at Risk may and can make false or malicious allegations, although misunderstandings and misinterpretations of events do happen.

Sale Sharks will ensure that all staff, paid and unpaid, are aware of the need for maintaining appropriate and professional boundaries in their relationships with participants. As part of the induction process (and as part of Premiership Rugby's Minimum Standards Training), all staff will receive guidance about how to create appropriate professional boundaries (in both the real and virtual world).

All staff, paid and unpaid must recognise they are in a position of trust. A position of trust is a legal term that refers to a position of authority over another person or within an organization. Guidelines and Policies are written and are intended to guard against situations where a person takes advantage of their position of authority with inappropriate behaviour.

Position of trust is defined as: means a person in a position of authority over another person as defined by CHILD PROTECTION IN SPORT UNIT

<https://thecpsu.org.uk/resource-library/best-practice/abuse-of-positions-of-trust-within-sport/>

Outcome of a concern may result in one of the following actions:

- Criminal proceedings resulting in loss of employment
- Suspension and/or disciplinary action by The RFU and/or Sale Sharks
- Further training, supervision & mentoring by The RFU and/or Sale Sharks

Section 3.4: Responding to a referral or disclosure

It is not the responsibility of anyone within Sale Sharks to decide whether or not abuse has taken place. However, there is a responsibility to act on any concerns. Sale Sharks will assure all staff and volunteers that it will fully support and protect anyone, who in good faith reports his or her concern that a colleague or another is, or may be, abusing an Adult at Risk.

Part A Disclosures

If a child informs you directly that they are concerned about someone's behaviour towards them, this is known as a disclosure. The following action should be taken:

- React calmly so as not to frighten the person.
- Tell the child or that he or she is not to blame and that he or she was right to tell
- Take what the child says seriously

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- If medical treatment is needed, take the child to hospital or telephone for an ambulance – inform the medical staff that there are concerns of a safeguarding nature
- Avoid leading the child in discussion and keep any questions to the absolute minimum. Ask only what is necessary to ensure a clear understanding of what has been said
- Re-assure the child, but do not make promises of confidentiality or outcome
- Make notes contemporaneously (as soon as is practicable). Recording what was said, where the conversation took place. Times dates, any other person present. Use only the words that the victim says. Do not interpret their words and replace with words you think they mean.



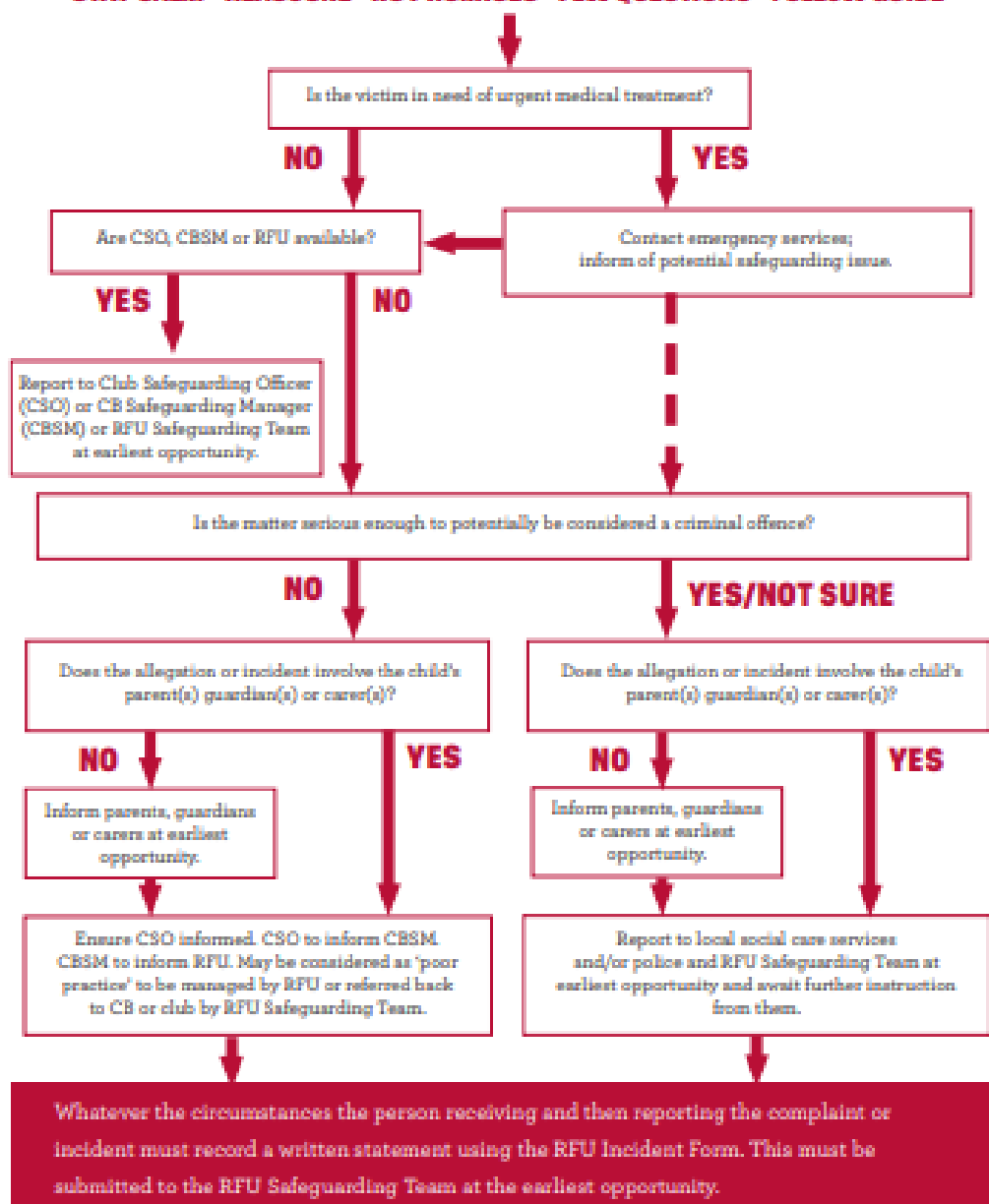
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Part B Process of Dealing with Allegations at the Sale Sharks

A child has disclosed concerning information to you OR you have witnessed OR had reported to you an incident or complaint involving the behaviour of an adult in relation to a child, which may be considered abuse or poor practice.

STAY CALM - REASSURE - NO PROMISES - FEW QUESTIONS - FOLLOW GUIDE



<https://www.englandrugby.com/governance/safeguarding/reporting-an-issue>

<https://www.englandrugby.com/dxdam/91/91d2809e-07b8-43ba-8860-707c25534a80/SafeguardingReferralForm.pdf>

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Part C Keeping Records

To ensure that this information is as helpful as possible, a detailed record should always be made at the time of the disclosure/concern, using the Referral Form in Appendix A detailing:

- The child's name, age and date of birth.
- The child's home address and telephone number.
- Whether or not the person making the report is expressing their own concerns or those of a third party disclosure or hearsay.
- The nature of the allegation. Include dates, times, any special factors and other relevant information. – Make a clear distinction between what is fact, opinion or hearsay.
- A description of any visible bruising or other injuries. Also any indirect signs, such as behavioural changes. Details of witnesses to the incidents. A skip map may be used.
- The children's account, if it can be given, of what has happened and how any bruising or other injuries occurred. Whether or not explanations are well rehearsed.
- Have the parent/carer been contacted? – If so, what has been said?
- Has anyone else been consulted? If so, record details.
- If the child was not the person who reported the incident, has this vulnerable individual been spoken to? If so, what was said?
- Has anyone been named as the alleged abuser? Record details.

The information **MUST** be passed immediately onto the Safeguarding Officer. Though it is again stressed that investigations and in-depth questioning is kept to a minimum.

Part D Preserving Evidence

The first concern should be the safety and welfare of the abused person. However, your efforts to preserve evidence may be vital. In all cases the preservation of evidence is crucial especially if the police investigation is to be effective. What you do or do not do in the time whilst you are waiting for the police to arrive may make all the difference.

Here are some useful guidelines:

- In physical abuse cases, where an individual wishes to show you an injury, only observe what they consent to show you and what is appropriate.
- Do not touch what you do not have to. Wherever possible leave things as they are. Do not clean up, do not wash anything or in any way remove fibres, blood etc. If you do have to handle anything at the scene keep this to a minimum
- Do not touch any weapons unless they are handed directly to you. If this happens, keep handling to a minimum. Place the items/weapons in a clean dry place to hand to the police
- Preserve anything that was used to comfort the abused person, for example a blanket.
- Secure the room. Do not allow anyone to enter unless strictly necessary to support you or the abused person and/or the alleged perpetrator, until the police arrive
- Ensure that no one has physical contact with both the abused person and the alleged perpetrator as cross-contamination can destroy evidence.
- Encourage the victim not to shower

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- Encourage the victim not to change clothing
- Even when the victim says they do not want police involvement, preserve items anyway as they may change their mind later or you may be legally obliged to inform the police.
- Encourage the person not to eat or drink if there is a possibility that evidence may be obtained from the mouth.
- Do not handle items unless necessary. If there are latex gloves available use them.

It is essential that, whatever the nature of the suspected abuse, the child is separated from the person who is or is thought to be the abuser. It is important that disruption to the life of the victim is kept to a minimum, therefore, if it is possible for the alleged perpetrator to leave the scene, this should be the preferred option. However if it is not possible, an alternative place of safety should be sought as the immediate safety of the victim is the highest priority.

Sometimes a victim needs to be moved to a place of safety – i.e. Hospital/police station or even fire station. In some cases, a different location within the facility

Sale Sharks acknowledge that at times malicious allegation are made against individuals and impartial investigation/enquires working in collaboration with the RFU safeguarding team will reveal a suitable outcome. This must be born in mind when speaking to and dealing with “alleged perpetrators”.

Section 3.5 Record Keeping

The Sale Sharks will:

- Keep clear, detailed, accurate, written records of concerns about Adults at Risk (noting the date, event and action taken).
- Ensure all records are kept securely, either hard copies or electronically and password protected.

All information will be stored and handled in line with the Data Protection Act 1998 principles. The Data Protection Act does not prevent the designated senior staff members from sharing information with relevant agencies, where that information may help to protect a child.

Sale Sharks will also work in-line with the RFU GDPR toolkit:

https://www.englandrugby.com/b60e6e31-e1cd-4d88-a268-4b6e76fb6593/dxdam/20/20e3c322-8428-4b41-9984-275fbaa0df51/GDPR_Toolkit_print.pdf

Section 4: Supporting children who may have been abused

Abuse is any form of physical, emotional, financial, discriminatory, sexual mistreatment or lack of care that leads to injury or harm. It commonly occurs within a relationship of trust or responsibility and represents an abuse of power or a breach of trust. Abuse can happen regardless of their age, gender, race, ability, culture or sexual orientation.



Poor practice is unacceptable and will be treated seriously with appropriate action. Any behaviour that contravenes existing Codes of Conduct infringes an individual's rights and/or reflects a failure to fulfil the highest standards of care is an indication of poor practice. Those who are deemed vulnerable may not be aware that poor practice or abuse is taking place, as they may deem the behaviour as 'acceptable'.

It is important that all staff are aware of the different forms of abuse and the different signs that may indicate that a vulnerable person is the victim of abuse.

There are a number of different forms of abuse including,

- Physical injury
- Neglect
- Sexual abuse
- Emotional abuse
- Bullying
- Financial abuse

Abuse can also be under the grounds of discrimination, which is the treatment of one particular group of people less favourably than others because of their race, colour, nationality, or ethnic or national origin. The law in Britain recognises two kinds of discrimination: direct and indirect.

Direct discrimination occurs when for example race, colour, nationality, or ethnic or national origin is used as an explicit reason for discriminating.

Indirect discrimination occurs when for example there are rules, regulations or procedures operating, which have the effect of discriminating against certain groups of people.

Positive discrimination occurs when for example favouring of individuals belonging to groups which suffer discrimination.

Section 5: Other related policies

Sale Sharks also has in place a number of other policies which are also important to keep in mind as part of safeguarding:

Section 5.1: Whistleblowing Policy

All organisations face the risk of things going wrong or of unknowingly harbouring malpractice. Sale Sharks believes it has a duty to identify such situations and take the appropriate measures to remedy the situation. By encouraging a culture of openness within our organisation, the Sale Sharks believes it can help prevent malpractice - prevention is better than cure. That is one of the aims of this policy.

Employees have a right and duty to raise matters of concern they may have about the services being offered by the Sale Sharks or serious malpractice associated with them. Employees may be worried that by reporting such issues they will be opening themselves up to victimisation or detriment or risking their job security. However, all staff are protected by law if they raise concerns in the right way. Provided they are acting in good faith, it does not matter if they are mistaken.



By knowing about malpractice at an early stage Sale Sharks stands a good chance of taking the necessary steps to safeguard the interests of all staff and protect the organisation. In short, please, do not hesitate to "blow the whistle" on malpractice.

This policy is designed to ensure workers raise concerns properly and to ensure that mechanisms exist in Sale Sharks whereby issues raised by workers will be addressed quickly and effectively. The policy also sets out the legitimate course of action, which may be taken by the worker to raise issues with parties outside of the Sale Sharks if an issue is not addressed by the Sale Sharks, or it is felt that by raising it internally may lead to evidence of malpractice being concealed.

The purpose of this policy is to outline how workers may deal with concerns about other workers and/or service provision which may have an impact or threaten the wider public interest.

Please note that this policy does not affect the existing Grievance Procedure. If workers have a complaint about their own personal circumstances then they should use the normal Grievance Procedure. If workers have concerns about malpractice within the organisation then they should use the procedure outlined in this policy. This policy is applicable to all the Sale Sharks staff and volunteers.

Section 5.2: Complaints Policy

All complaints will be dealt with in accordance with the Sale Sharks Complaints Policy. However, due consideration will be given to the nature of the complaint if it contains a safeguarding concern. No complaint can be dealt with if the concern is being dealt with by statutory agencies, as this may hinder any legal or care proceedings. Complainants of a safeguarding matter can refer their concerns to either Sale Sharks Safeguarding Officer or the RFU Safeguarding Officer.

Section 5.3: E-Safety Policy

Sale Sharks E-Safety Policy has been incorporated within the GDPR policy. This includes information about social media, taking and sharing of photographs and inappropriate internet use etc..

Please refer to section 3.5 (GDPR policy)

For additional assistance including reporting possible incidence please refer to CEOPs:

<https://www.ceop.police.uk/safety-centre>

Section 6: Safeguarding responsibilities of the Senior Management Team

The Senior Management Team fully recognises its responsibilities with regard to safeguarding. It will:

- consider nominating a Senior Management member for safeguarding and child protection who will monitor Sale Sharks compliance with statutory requirements and practice and champion child protection and Adults at Risk protection issues
- Ensure that this Safeguarding Policy is annually reviewed and updated and shared with staff.



Section 7: Working with partners

Where services or activities are provided separately by another body, either on or off Sale Sharks property/site, Sale Sharks will seek assurance that the body concerned has appropriate policies and procedures in place for safeguarding Adults at Risk and there are arrangements to liaise with the Sale Sharks on these matters where appropriate.

Section 8: For further understanding of specific safeguarding policies please refer to our abridged policies:

Academy A-bridged Safeguarding Policy

Community Safeguarding Policy

Stadium Safeguarding Policy

(See Appendix C)

Section 9: Reviewing safeguarding policy

This policy will be reviewed on an annual basis.

Andrew Jibson

Sale Sharks Assistant Manager

Carol Baker.

Sale Sharks Safeguarding Consultant. Carol.baker@salesharks.com

In consultation with all members of the club safeguarding group.

January 2022

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Appendix A

SAFEGUARDING REFERRAL FORM	
Club Name	
Date of referral	Club Name
Date of incident	If your concern relates to a number of incidents, or concerns which have come to light over a period of time, then please specify
Referee details	Name/Club/Role of person submitting this form. Do not assume we know who you are
When is this report about?	It may relate to a child whose welfare you are worried about or an adult whose behaviour concerns you. Please specify which it relates to (name, address, DOB, RFU ID, school etc). Please also specify their role at the club (player/coach/manager/teacher/parent etc). If your concern relates to more than one person, please be specific about who they are and whether they have specific needs such as any disabilities, special educational needs or additional vulnerabilities. Continue on a separate sheet if necessary
Child's family	Married Partner Father Mother Caretaker Grandfather Siblings
Are the child's family aware of these concerns?	You should tell us whether the club has spoken to the child's family about your concerns and whether they expressed a view about what should be done. Do they consent to you sharing this information for the purposes of safeguarding their child?
How do you know about the concerns you are reporting?	You might have directly witnessed something which has concerned you, or someone else may have told you about it. If so please state who and describe in detail in your own words how you have come into this information
Has the club taken any action to manage this incident?	Include things you've seen. Did you call Police or Social Services? What have you been asked to do about this matter? What have you been asked to do about this matter? What have you been asked to do about this matter?
Are there any witnesses who could give any information about your concerns?	Please give details of anyone who might have witnessed anything relevant. Include their name, RFU ID, contact details and information about who they are.
Are you aware of any other evidence which supports your concerns?	This might include photographs or video footage. Or you may be aware that an injured person has seen a doctor or been to hospital to seek medical help. You can use this box to tell us about any other information which you think might be relevant

Please send this form to safeguarding@rfu.com and inform your Club Safeguarding Officer of this referral. If you wish to discuss the referral in advance of submitting it, please speak to your Safeguarding Officer, CB Safeguarding Manager, or call the RFU Safeguarding Team on 020 8831 7480 or 020 8831 7479

<https://www.englandrugby.com/governance/safeguarding/reporting-an-issue>

Please send the form to safeguarding@rfu.com and inform Sale Sharks Safeguarding lead of this referral. If you wish to discuss the referral in advance of submitting it, please speak to your Safeguarding Officer carol.baker@salesharks.com 07786367631.

Or the RFU Safeguarding Team on 020 8831 7480 or 020 8831 7479

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Appendix B

Guidance on forms of abuse

Types of abuse

- **Neglect** – including ignoring medical or physical care needs, failure to provide access to appropriate health social care or educational services, the withholding of the necessities of life, such as medication, adequate nutrition and hearing.
- **Sexual Abuse** – this includes rape and sexual assault or sexual acts to which the adult at risk has not consented or could not consent or was pressured into consenting.
- **Physical Abuse** – includes hitting, slapping, pushing, kicking, misuse of medication, restraint or inappropriate sanctions.
- **Emotional Abuse / Psychological** – this includes threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks.
- **Financial Abuse** – including theft, fraud, exploitation, pressure in connection with wills, property or inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.
- **Institutional Abuse** – this is abuse which centres around routines and schedules which have been designed for the benefit of the institution and not the individual.
- **Discrimination** – discrimination is abuse which centres on a difference or perceived difference particularly with respect to race, gender or disability or any of the Protected Characteristics of the Equality Act 2010. Research tells us that bullying of vulnerable groups can be an issue in sport.
- **Exploitation** – either opportunistically or premeditated, unfairly manipulating someone for profit or personal gain.

The following section provides some accompanying information and signs about different forms of abuse that can relate to safeguarding issues. (both Adults at Risk and Children).

1. Physical Injury

Defined as the actual or likely injury to a person, or the failure to prevent physical injury or suffering to a vulnerable individual. This may include,

- Presence of injuries, cuts, bruises, bites, burns or even broken bones which may have occurred over a period of time.
- Injuries which are in odd places, such as the inside of an arm or leg, behind the ear, the sole of the foot or inside the mouth.

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- Injuries that have not received medical attention.
- Medical problems that go unattended such as persistent pressure sores and skin infections.
- Sudden or unexplained urinary or faecal incontinence
- Dehydration, often accompanied by dizziness and disorientation.
- Injuries that are in the shape of objects e.g. a cut or bruise shaped like a buckle or ring, through to an iron scorch.
- Unexplained weight loss which is not being investigated.
- Uncontrolled access to prescription drugs.

A person who is suffering physical abuse is often afraid of the perpetrator. They may flinch when she or he approaches them or complain about not wanting to return to the place where the abuse is occurring.

2. Neglect

Neglect is the persistent failure to meet a person's basic physical and/or psychological needs, likely to result in the serious impairment of the individual's health or development.

- An Adult at Risk appears malnourished or dehydrated.
 - An Adult at Risk has untreated medical problems.
 - An Adult at Risk lacks physical aids when they are required by the adult to live normally - An Adult at Risk lives in accommodation which falls below minimum practical standards.
 - An Adult at Risk's physical appearance or condition is poor.
 - Callers or visitors are refused access to an Adult at Risk.
-
- An Adult at Risk does not appear to be receiving their prescribed medication.

3. Sexual Abuse

Sexual abuse involves forcing or enticing a person to take part in sexual activities, whether or not the individual is aware of what is happening. This again may be difficult to identify, but there are some indicators.

Urinary tract infections or sexually transmitted disease.

- Pain, soreness, itchiness.
- Urinary tract infections or sexually transmitted disease.
- Unusual difficulty in walking or sitting.
- Bruises or tears around the genital area.
- Reluctance to accept examination.
- Presence of computer or photographic equipment.
- A child discloses fully or partially that sexual abuse is occurring or has occurred in the past.
- A child appears unusually withdrawn or has poor concentration.
- A child exhibits significant change in sexual behaviour or outlook.
- Changes in behaviour e.g. happy to sad, extrovert to introvert.



- Sexual maturity beyond their years, both behaviours and language.

4. Emotional Abuse

Emotional abuse is the persistent emotional ill-treatment of an Adult at Risk such as to cause severe and persistent adverse effects on the persons emotional development. It may feature age or developmentally inappropriate expectations being imposed on the Adult at Risk. This form of abuse is more difficult to identify, but here are some signs to be aware of.

- A carer always being present so you cannot see the adult on their own.
- Lack of access to medical care or other appointments such as social services.
- Low self-worth, lack of confidence, worried appearance.
- Increased levels of confusion.
- Toileting problems.
- Disturbed sleep patterns.
- The adult feeling they are being continually watched.
- Inability to communicate.
- Submissive behaviour when the perpetrator is around.
- Excessive distress, particularly when a visitor is leaving.
- An uncomfortable living environment, such as extreme tidiness or extreme disorder.

5. Bullying

Bullying is the use of aggression with intention of hurting another person. It results in pain and distress for the victim. It can be difficult to define below are some examples.

- A coach adopts a win at all costs philosophy
- An child is regularly intimidated verbal or with threats of violence.
- Emotional e.g. being unfriendly, excluding
- Physical e.g. pushing, kicking, hitting, punching
- Racist e.g. racial taunts, graffiti, gestures
- Sexual e.g. unwanted physical contact
- Homophobic e.g. focussing on the issues of sexuality
- Verbal e.g. name calling, teasing, spreading rumours
- Electronic e.g. emails, texting, comments on social networking sites

6. Financial Abuse

Financial abuse can take many forms, from denying you all access to funds, to making you solely responsible for all finances while handling money irresponsibly themselves. Money becomes a tool by which the abuser can further control the victim, ensuring either the Adult at Risk's financial dependence on them, or shifting the responsibility of keeping a roof over the family's head onto the adult while simultaneously denying their ability to do so or obstructing them.

- Unusual financial transactions or loss of financial assets.

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- Unexplained loss of valuable items, jewellery, heirlooms, personal collections etc.
- Changed signatories to bank accounts or other assets.
- A person who always visits on the day they receive state payments.
- Unexplained visits from neighbours or local young people, where these are not supervised.

Appendix C:

Academy A-bridged Safeguarding Policy: Please contact the Academy Safeguarding Officer
Community Safeguarding Policy: Please contact the Community Safeguarding Officer
Stadium Safeguarding Policy: Please contact the Commercial Safeguarding Officer
Alternatively, please contact Safeguarding Lead

RFU Safeguarding Policy: <https://www.englandrugby.com/dxdam/be/be534275-22c1-44c6-9d6c-05257e318b97/SafeguardingAdultspolicyandprocedures.pdf>

Sale Sharks Safeguarding Officer	
Andrew Jibson: Academy Des Howlett: Community Kayleigh Baxter or Paul Smith: Commercial and Stadium Imran Ahmed: 1 st team	Carol Baker: Club Safeguarding Consultant e-mail: carol.baker@salesharks.com phone: 07786367631



RFU Safeguarding Team	Senior Management Team
Vivien Rimmer: Senior Safeguarding Manager e-mail: Vivienrimmer@rfu.com	Sid Sutton Chief Executive Paul Smith Commercial Manager Board of Directors

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Key Contacts/Directories:

Greater Manchester Police	https://www.gmp.police.uk/
Trafford Strategic Safeguarding Partnership	https://www.traffordsafeguardingpartnership.org.uk/Home.aspx
RFU: Kath Bennett Safeguarding Case Manager	e-mail: kathbennett@rfu.com phone: 02088317479
RFU: Chris Rawlings Safeguarding Compliance Coordinator/DBS	e-mail: chrisrawlings@rfu.com phone: 0208 831 7454
RFU: Vivien Rimmer Senior Safeguarding Manager	e-mail: vivienrimmer@rfu.com phone: 02088317832
RFU Safeguarding team	Phone: 0208 831 6655
NSPCC 24-hour freephone	Phone: 0808 800 5000
Ann Craft Trust	E-mail: ann-craft-trust@nottingham.ac.uk Phone: 0115 951 5400

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