



WORCESTER
WARRIORS

Warriors Academy

Safeguarding of Children and Vulnerable Adults Policy

DRAFT

Last updated: December 2016

1. Introduction to the policy

Warriors Academy recognises and accepts its responsibility for the safety and well-being of children and those other vulnerable groups who come within the care of the organisation and its staff.

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 and vulnerable adults who receive services from the Trust or its partners.
- 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.

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 vulnerable adults and their support networks is essential in promoting and embedding this policy.

We will seek to safeguard children and vulnerable groups 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:

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

For the purpose of this document, "Children" are defined in the Children Act 2004 as people under the age of 18 years. For the purpose of this Policy the legal definition applies. "Vulnerable adults" are defined in the Safeguarding Vulnerable Groups Act 2006 as someone 18 years or older who has:

- A dependency upon others, or a requirement for assistance from others, in the performance of basic physical functions
- Severe impairment in their ability to communicate with others

- An impairment in their ability to protect themselves from assault, abuse or neglect
- Has been detained in lawful custody or is being supervised as a result of a court order.

Our policy applies to all staff, paid and unpaid, working on behalf of the Academy and will be reviewed on a regular basis.

2 Recruitment and employment

The aim of this section of the policy is to prevent unsuitable people from working with children/vulnerable adults and ensuring staff are appropriately trained and confident in dealing with issues.

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).

Worcester Warriors Academy through The RFU will ensure appropriate checks are completed. Records of all staff DBS numbers will be kept on file.

No applicant, conditionally offered a position of trust with Worcester Warriors Academy, should start work with children and vulnerable adults without constant supervision before a satisfactory clearance has been received.

An individual applying for a post which involves contact with children and vulnerable groups must provide two written references, one of which normally should be from their current employer prior to a position being started.

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

1.2 Disqualified by association

Under Section 75 of the Childcare Act, 2006 individuals are disqualified from working with children if they have committed certain specified offences. Staff may also be disqualified "by association" if they are living or working in the same household as a person who is disqualified. This applies to any member of staff working with children up to the age of 8.

Staff should sign a self-declaration form to confirm that they are not "disqualified by association". A record of self-declaration should be kept in the personal files of all Worcester Warriors Academy staff.

2.3 Understanding roles and responsibilities

All staff, paid and unpaid, working on behalf of the Academy must recognise their duty around safeguarding. They should also feel confident to raise concerns about poor or unsafe practice in regard to children and vulnerable adults and that such concerns are addressed sensitively and effectively in a timely manner in accordance with agreed whistle-blowing policies.

All staff will be reminded that it is not the responsibility of anyone within Worcester Warriors Academy to decide whether or not abuse has taken place. However there is a responsibility to act on any concerns.

2.4 Safeguarding training

Worcester Warriors Academy will provide Child Protection training for all staff from the point of their induction which is updated regularly, every three years at a minimum, so that they are confident about:

- the Academy's legislative responsibilities
- their personal responsibilities
- the Academy's policies and procedures
- the need to be alert to the signs and indicators of possible abuse, including possible child sexual exploitation and female genital mutilation
- the need to record concerns
- how to support and respond to a child who tells of abuse

3. Procedures for reporting cases (or suspected cases) of abuse

3.1 Designated Academy Safeguarding Officer(s)

Worcester Warriors Academy will ensure there is a designated senior person who has lead responsibility for safeguarding children and vulnerable adults and has undertaken, as a minimum, RFU Child Welfare Officer Training.

Contingency arrangements will be put in place to deal with an incident of 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 Worcester Warriors 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.

The Academy 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 knows:

- 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 pupil
- 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 and vulnerable people

The Academy Safeguarding Officer will

1. To be clear about the Academy's responsibilities when delivering activities. This involves:

- Ensuring the Academy's policies and procedures are up to date with current legislation and guidance.

- Ensuring all staff and volunteers are up to date with safeguarding training and are aware of the Academy's policies and procedures.

a) Promote and Support by:

- knowing local authority safeguarding staff and procedures

b) Monitoring:

- Ensure that the policies are working in practice, such as Anti-Bullying Policy and Equality.
- Manage appropriately incidents of poor behaviour in line with Academy and RFU Policy, and liaising with The RFU Safeguarding Officer.

Ensure that all those working with vulnerable groups are appropriately supervised, trained and have had the appropriate checks completed.

3.2 Risk Management

All activities involving vulnerable groups must be risk assessed by the Academy, which may at times involved 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.

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 the Designated Senior Staff Member (s) for safeguarding. In cases where one of the Designated Senior Staff Member is the subject of an allegation, it will be reported to the other 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 Academy's disciplinary procedure. In consultation with The RFU, the Academy 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 the Academy will ensure that it does not breach the Safeguarding Vulnerable Groups Act 2006 by reinstating a person who is on the barred list.

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
- A disciplinary or misconduct investigation led by Worcester Warriors 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 Academy's Welfare Officer (TWO) or Senior Management Team.

Concerns about suspected abuse:

- Any suspicion that a vulnerable individual has been abused by either a member of staff or a volunteer should be reported to a designated safeguarding officer who will take such steps as considered necessary to ensure the safety of the individual in question and any other vulnerable person who may be at risk.
- The allegation will be referred to statutory agencies.
- Following advice from statutory agencies, 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 Board representative, or to statutory agencies and 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 Welfare Officer and Senior Management representative.
- The parent/carer of the person who is alleged to have been abused
- The person making the allegation.
- Local Authority and Police.
- 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. Advice must be sought from the Local Authority. The Academy 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 the Academy and that

notification of any concerns is made to the relevant authorities and professional bodies and included in references where applicable.

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 child and a recognition that a child may make an allegation against an innocent party because they are too afraid to name the real perpetrator. It is rare for a child to make an entirely false or malicious allegation, although misunderstandings and misinterpretations of events do happen.

The Academy will ensure that all staff, paid and unpaid, are aware of the need for maintaining appropriate and professional boundaries in their relationships with participants on Academy activities. 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)

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

- Professional Abuse Strategy meeting action point guidance
- Criminal proceedings resulting in loss of employment
- Suspension and/or disciplinary action by The RFU and/or Worcester Warriors Academy
- Further training, supervision & mentoring by The RFU and/or Worcester Warriors Academy

3.4 Responding to a referral or disclosure

It is not the responsibility of anyone within Worcester Warriors Academy to decide whether or not abuse has taken place. However there is a responsibility to act on any concerns. The Academy 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 a vulnerable adult.

i. Disclosures

If a vulnerable individual 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 vulnerable person.
- Tell the individual that he or she is not to blame and that he or she was right to tell
- Take what the individual says seriously
- If medical treatment is needed, take them to hospital or telephone for an ambulance – inform the medical staff that there are concerns of a safeguarding nature
- Avoid leading the individual 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 vulnerable person but do not make promises of confidentiality or outcome

ii. Process of Dealing with Allegations at Worcester Warriors Academy

Any concern or allegation must be reported to the Academy Welfare Officer



Academy Welfare Officer to decide if the concern is Poor Practice – High Poor Practice – Abuse
Consider contacting the Local Authority – Police – The RFU



Do the Trust Board need to know?



Follow legal guidance from Statutory Agencies & advice from The RFU

iii. 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 B detailing:

- The vulnerable individual's name, age and date of birth.
- The vulnerable individual's home address and telephone number.
- Whether or not the person making the report is expressing their own concerns or those of someone else.

- 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 Skin Map may be used.
- The vulnerable individual's account, if it can be given, of what has happened and how any bruising or other injuries occurred.
- Have the parent/carer been contacted? - If so what has been said?
- Has anyone else been consulted? If so record details.
- If the vulnerable individual was not the person who reported the incident, has the vulnerable individual been spoken to? If so what was said?
- Has anyone been alleged to be the abuser? Record details.
- The information MUST be passed immediately onto the TWO.

iv. 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. Below is some helpful aim:

- 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.
- 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 vulnerable Individual 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.

3.5 Record Keeping

Worcester Warriors Academy will:

- Keep clear, detailed, accurate, written records of concerns about children/vulnerable adults (noting the date, event and action taken), even where there is no need to refer the matter any further.
- Ensure all records are kept securely, in a locked location.

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 or vulnerable person.

4 Supporting children or vulnerable adults 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
Financial abuse

More information about spotting the signs of abuse are covered in Appendix A.

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.

5 Other related policies

Worcester Warriors Academy also has in place a number of other policies which are also important to keep in mind as part of safeguarding.

5.1 Whistleblowing Policy

All organisations face the risk of things going wrong or of unknowingly harbouring malpractice. Worcester Warriors Academy 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, Worcester Warriors Academy believes it can help prevent malpractice - prevention is better than cure. That is one of the aims of this policy.

Workers have a right and duty to raise matters of concern they may have about the services being offered by Worcester Warriors Academy or serious malpractice associated with them. Workers 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 Worcester Warriors Academy 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 Worcester Warriors Academy 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 Worcester Warriors Academy if an issue is not addressed by the Trust, 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 Worcester Warriors Academy staff and volunteers.

5.2 Complaints Policy

All Complaints will be dealt with in accordance with the Academy's 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 The RFU Safeguarding Officer.

5.3 E-Safety Policy

Worcester Warriors Academy has developed a separate E-Safety Policy. This includes information about use of social media, taking and sharing of photographs and inappropriate internet use etc.

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 the Academy's compliance with statutory requirements and practice and champion child protection issues
- Ensure that this Safeguarding Policy is annually reviewed and updated and shared with staff.

7. Working with partners

Where services or activities are provided separately by another body, either on or off Worcester Warriors property site, the Academy will seek assurance that the body concerned has appropriate policies and procedures in place for safeguarding children and child protection and there are arrangements to liaise with the Trust on these matters where appropriate.

8. Reviewing safeguarding policy

This policy will be reviewed on an annual basis.

Chim Gale
Academy Manager
24th November 2016

Appendix A

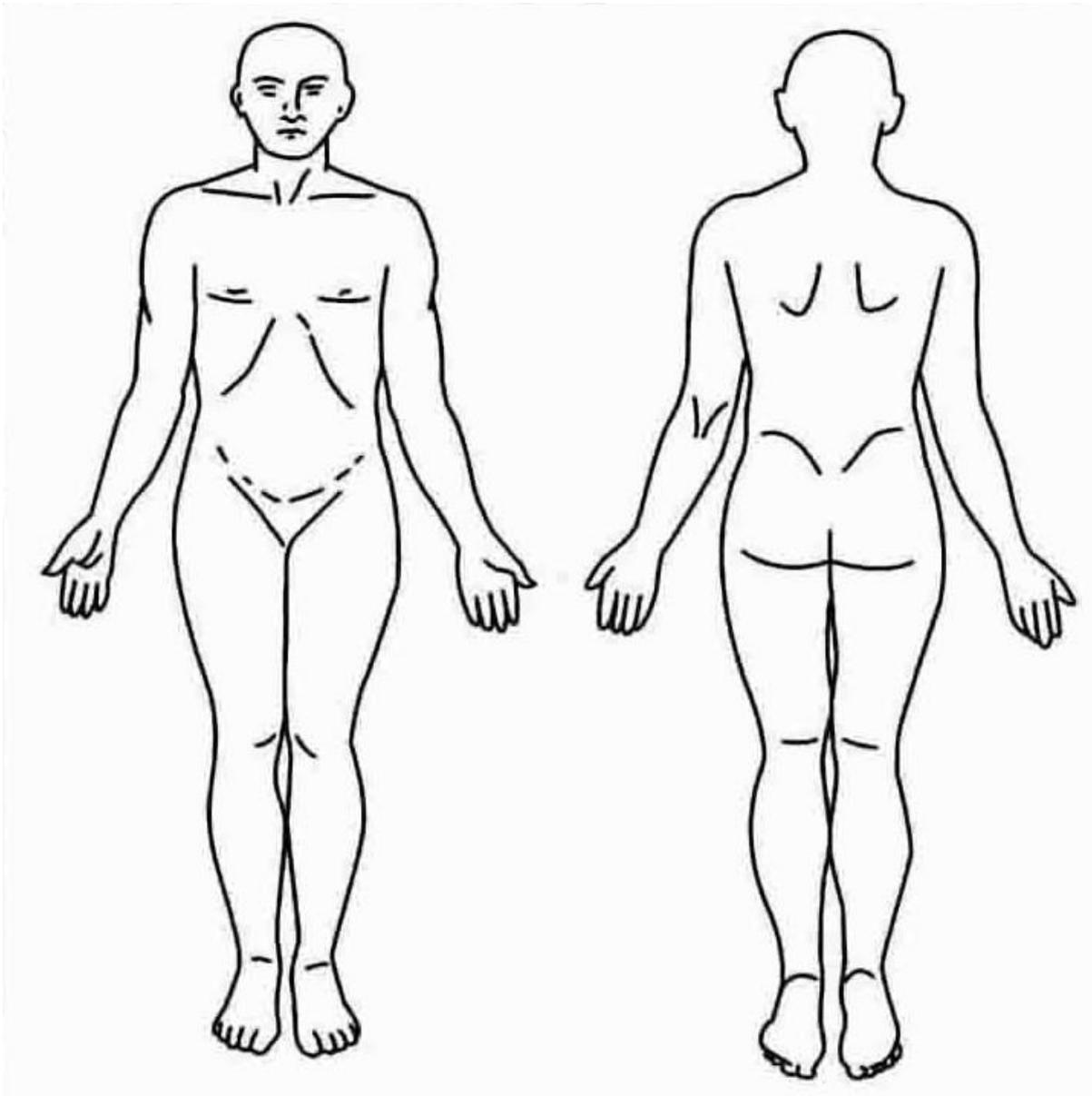
Worcester Warriors Academy Referral Form

Date of Referral: ____ / ____ / 20____

Referrer's details (Please enter your details)			
Name of referrer		Role	
Address		Organisation	
		Tel Number	
		Email	
Postcode		Relationship to participant	
Participant's details (This is the person you are referring your concerns about)			
Participant name		Relationship to victim/s	
Address		Tel Number	
		Email	
		Role	
Postcode		Organisation or club	
Date of Birth			
Child or Vulnerable Individual's details (those who you believe are at risk)			
Name			
D.O.B (or age)		Tel Number	
Department Involved with		Gender	
Other relevant information on the victim			
Professional Network (Please provide name, contact number and email. Include the advice received and contact date with agency)			
LADO			
Social Services			
Police			
Other (e.g. NSPCC, Designated Officer)			
Details of concerns			
Type of abuse	<input type="checkbox"/> Sexual abuse	<input type="checkbox"/> Emotional abuse	<input type="checkbox"/> Physical abuse
		<input type="checkbox"/> Neglect	<input type="checkbox"/> Bullying
			<input type="checkbox"/> Other please specify):
Body Map Completed:	Yes: Please attach to referral	No:	

		form				
<p>Incident/s details</p> <p>Please summarise the incident, including details of any other relevant parties.</p> <p><u>Clearly identify a list of your safeguarding concern/s</u></p>						
<p>Do you think this referral relates to:</p>	<input type="checkbox"/> High level Poor practice	<input type="checkbox"/> Possible or actual risk of harm to children	<input type="checkbox"/> For information only	<input type="checkbox"/> Not sure		
<p>Action taken</p> <p>Please specify if you referred to a statutory agency or any other action taken related to your concerns.</p>						
<p>Other relevant information</p>						
<p>Further information</p> <p>Please include any information that you think is relevant to our investigation</p> <p>Can the RFU contact the victim or their parent/s directly?</p>						

Body Map



Appendix B

The following section provides some accompanying information and signs about different forms of abuse that relate to safeguarding issues.

Five categories of abuse

1. Physical Injury

Defined as the actual or likely injury to a vulnerable Individual, 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.
- 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 vulnerable individual's basic physical and/or psychological needs, likely to result in the serious impairment of the Vulnerable Individual's health or development.

- Person appears malnourished or dehydrated.
- Untreated medical problems.
- Lack of physical aids when they are required by the person to live normally
- Person lives in accommodation which falls below minimum practical standards.
- Person's physical appearance or condition is poor.
- Callers or visitors are refused access to the person.
- Person does not appear to be taking the prescribe medication.

3. Sexual Abuse

Sexual Abuse involves forcing or enticing a vulnerable individual to take part in sexual activities, whether or not the vulnerable person 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.

- Signs of sexual activity having taken place e.g. a woman who lacks the capacity to consent to sexual intercourse becomes pregnant.
- Pain, soreness, itchiness.
- Unusual difficulty in walking or sitting.
- Bruises or tears around the genital area.
- Reluctance to accept examination.
- Presence of computer or photographic equipment.
- Person discloses fully or partially that sexual abuse is occurring or has occurred in the past.
- Person appears unusually withdrawn or has poor concentration.
- Person exhibits significant change in sexual behaviour or outlook.

4. Emotional Abuse

Emotional abuse is the persistent emotional ill-treatment of a vulnerable Individual such as to cause severe and persistent adverse effects on the vulnerable Individual's emotional development. It may feature age or developmentally inappropriate expectations being imposed on Vulnerable Individuals. 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 person 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/lack of personal items.

5. 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 himself. Money becomes a tool by which the abuser can further control the victim, ensuring either her financial dependence on him, or shifting the responsibility of keeping a roof over the family's head onto the victim while simultaneously denying your ability to do so or obstructing you.

- Unusual financial transactions or loss of financial assets.
- 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.

Safeguarding Contact Numbers

Worcester Warriors Academy Welfare Officer

Mr Dan Lyne
 Outreach Co-Ordinator
 Email: dan.lyne@warriors.co.uk
 Telephone: 07930 970893

RFU: Richard Smallbone Safeguarding Manager	e-mail: richardsmallbone@rfu.com phone: 0208 831 7832
RFU: Chris Rawlings Safeguarding Compliance Officer	e-mail: chrisrawlings@rfu.com phone: 0208 831 7454 Fax: 0208 831 7442
RFU: Kath Bennett Safeguarding Case Officer	e-mail: kathbennett@rfu.com phone: 0208 831 7479
RFU: Annie Davis Safeguarding Advisor	e-mail: anniedavis@rfu.com phone: 0208 831 7480
Care Quality Commission (CQC)	Tel: 0300 061 6161
NSPCC Helpline	Phone: 0808 800 5000 www.nspcc.org.uk
Child Protection in Sport Unit	Phone: 0116 234 7278 www.thecpsu.org.uk