



Effective from 1st Jan 2019

Date for Review: 31st December 2019

Child Safeguarding Policy

The UAERF is the National Governing Body for the sport of rugby in UAE, a full member of World Rugby and Asia Rugby, formed by the General Authority for Sports Decree No. 21 of 2009 incorporated in Dubai, United Arab Emirates, whose registered office is at P.O. Box 116699, 406B Al Mina Oasis Building, Al Mina Road, Bur Dubai, Dubai, fixed line contact +971 (0) 434 59666, Fax: +971 (0) 4345 9696, Email: info@uaerugby.ae.

1. Introduction

UAERF is responsible for implementing the sport policies, rules and regulations and to ensure safe environment free from harm and child abuse as defined hence forward in this document to everyone involved in the game in alignment with World Rugby and Asia Rugby laws of game and Child Safeguarding Protocols.

2. Statement

It is the responsibility of all those involved in the sport of rugby activities across UAE to provide a safe environment free from harm and child abuse. The UAERF is strongly taking all the necessary precautions to ensure that all the Minis and Youths players' safety is protected and that all procedures with reporting incidents, recruitments, roles and responsibilities are therefore clarified and understood by everyone involved in the game.

3. Definitions

Child: Any individual under the age of 18 (Minis & Youths)

Safeguarding: Internal actions taken to ensure that people and activities are not harmful to children.

Child Protection: Activities that are required for specific children who are at risk of/ or are suffering harm through abuse, violence, exploitation and neglect.

Child Abuse: An act (or failure to act) by parents, caregivers, other adults or older adolescents that endangers a child's physical or emotional health, development or dignity.

Rugby Body: UAERF, group of Clubs and Schools, Tournament Organiser, or similar organisations, recognised by and/or affiliated directly or indirectly to the UAERF.



4. Types of Abuse:

A. Physical Abuse

The use of physical force against a child that results in harm to the child. Physically abusive behaviour includes shoving, hitting, slapping, shaking, throwing, punching, kicking, biting, burning, strangling or poisoning.

B. Emotional Abuse

A continuing pattern of inappropriate verbal or symbolic acts toward a child or failure over time to provide a child with proper care. Emotionally abusive behaviour includes threats, rejection, isolation, belittling, and name-calling.

C. Sexual Abuse

The use of power or authority to involve a child in sexual activity by an adult or significantly older child or adolescent. Sexually abusive behaviours can include touching genitals or breasts, masturbation, oral sex, vaginal or anal penetration by a penis, finger or any other object, and exposing a child to sex or pornography.

D. Neglect

The failure by a parent or caregiver to provide a child (where they are in a position to do so) with the conditions that are culturally accepted as being essential for the child's healthy physical and emotional development and well-being.

E. Exploitation

Child exploitation is the use of a child in work or other activities for the benefit of others that is unacceptable because it deprives them of their childhood, education, development or dignity. It includes unacceptable child labour, child prostitution or trafficking, and child pornography.

F. Child Labour

Work that deprives children of their childhood, their potential and their dignity, interferes with their schooling, or that is harmful to physical and mental development.

G. Child Pornography

Child pornography means any representation, by whatever means, of a child engaged in real or simulated explicit sexual activities or any representation of the sexual parts of a child for primarily sexual purposes.



H. Grooming

Behaviour that makes it easier for an offender to procure a child for sexual activity. This can occur in person or through electronic equipment. For example, an offender might build a relationship of trust with the child, and then seek to sexualize that relationship by encouraging romantic feelings or exposing the child to sexual concepts through pornography.

I. Harm

Harm refers to negative impact or consequences upon a child.

J. Poor Practice

Poor practice takes place whenever staff fail to provide a good standard of care and support. It occurs when staff ignore the rights of service users or deny them the chance to enjoy an ordinary life. Poor practice, which is allowed to continue, can cause harm and can become abuse.

K. Medical abuse

Medical child abuse occurs when someone gives false information about illness in a child that requires medical attention, putting the child at risk of injury and unnecessary medical care.

5. Possible Signs of Child Abuse:

Physical Abuse

- Bruises, welts, or other injuries that can't be explained or don't match with the child's story
- Burns, especially from cigarettes, that can't be explained
- Injury marks that have a pattern, like from a hand, belt, or other objects
- Injuries that are at different stages of healing
- Medical or dental issues that go untreated
- Avoid any kind of touch or physical contact
- Be afraid to go home
- Seem to always be on high alert
- Wear clothing that doesn't match the weather -- such as long sleeves on hot days -- to cover up bruises
- Withdraw from friends and activities



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Sexual abuse signs

- Avoiding a certain person for no clear reason
- Bloody, torn, or stained underwear
- Bruising or bleeding around the genitals
- Pain or itching around the genitals that might cause problems walking or sitting
- Refusing to change clothes in front of others
- Running away from home
- Sexual activity or knowledge that people usually have only when they're older

Emotional abuse Signs

- Constant worry about doing something wrong
- Speech problems or delays in learning and emotional development
- Depression and low self-esteem
- Doing poorly in school
- Extreme behaviour, such as being way too obedient or way too demanding
- Headaches and stomach-aches with no clear cause
- The child doesn't seem close to a parent or caregiver
- Showing little interest in friends and activities

Neglect abuse signs

- Always looking dirty
- Being left alone or in the care of other young children
- Eating more than usual at a meal or saving food for later
- Doesn't get medical, dental, or mental health care
- Missing a lot of school
- Poor weight gain and growth

6. Roles and Responsibilities

The UAERF explains below the roles and responsibilities of key personnel involved in the administration and conduct of Child Safeguarding policies for the game across UAE as applicable within UAERF, Clubs, Schools, venues where sanctioned rugby activities are taking place and where applicable whatsoever.



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A. UAERF Board of Directors:

- Approve and provide guidance on Child Safeguarding Policies and Principles.
- Approve Sanctioning on policy violators.
- Provide support required where applicable to facilitate policy implementation in local national schools.

B. UAERF Management:

- Draft and implement Child Safeguarding procedures through the appropriate channels.
- Ensure compliance to Child Safeguarding procedures by all affiliate members.
- Assist affiliate members in understanding and implementing Child Safeguarding principles.
- Review reported incidents and be open to receive and manage them appropriately while taking the necessary disciplinary actions against violators.
- Ensure there is a Safeguarding Officer "SO" nominated within all affiliate members.
- Ensure recruitment processes are in line with the Safeguarding Policy.
- Ensure all staff and coaches received regular training on Safeguarding in line with this policy.
- Share Child Safeguarding Policy with all stakeholders to make them aware of our commitments.

C. Affiliate Members: (Clubs, Staff, volunteers, coaches, interns and consultants, Players):

- To ensure policy is understood and procedures are taken appropriately in accordance to this policy for all involved personnel and disseminate to all parents.
- Nominate a Safeguarding Officer "SO" to be responsible for Child Protection and ensure safeguarding principles are applied within the club\school and all new members are briefed on the policy within the first 3 months of recruitment by the rugby body.
- Safeguarding Officer to report incidents appropriately to UAERF and follow up on decisions and updates with the policy.
- Clubs to ensure registration on UAERF online portal to the nominated "SO" with contact details including email, contact number.



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- Clubs to ensure registration on UAERF online portal to coaches and any personnel who is in constant and direct contact with children and young people.
- All personnel who are in constant and direct contact with children and young people to sign the UAERF child safeguarding protocol & code of conduct acknowledgment letter. (Attachment 1).
- Provide upon request a “child protection certificate” where applicable and “Good Conduct Certificate” issued from UAE.

D. Sponsors, supporters, visitors, partners and Ambassadors and any other individuals supporting or representing UAERF will:

- Ensures full adherence to UAERF Child Safeguarding Policy wording and follows the outlined reporting procedures.
- Revert to UAERF for any clarification and guidance towards child protection and abuse.
- Sign UAERF Child Safeguarding Protocol & Code of Conduct prior to events and rugby festivals where a child is involved.

7. Recruitment

UAERF will be taking all reasonable precautions to ensure that no-one involved with the UAERF poses an unacceptable risk to Children and will ensure that all recruitment procedures are compliant with Child Safeguarding Protocols, including and not limited to the following:

- A criminal record check (or alternative where not possible such as relevant written character reference from a trusted source);
- At least 2 verbal referrals’ checks;
- Behavioral-based interview questions.

8. Training

The UAERF will provide all new staff, volunteers, coaches, interns, and supporters with a child safeguarding briefing on this safeguarding policy and the UAERF Code of Conduct within 3 months of recruitment by the rugby body.

9. Visitors and Incoming Tours



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All visitors coming to UAE who are involved with any Minis and Youths activities through UAERF and affiliate members are expected to provide their relevant home union "Child Safeguarding & Code of Conduct Policy acknowledgment letter" and be provided with the UAERF Child Safeguarding & Code of Conduct Policy copy prior to approving the participation.

10. Risk Assessment and Management

UAERF acknowledges that all rugby activities, festivals carry potential risks for children. UAERF is committed to identifying and reducing risks and mitigate their impacts when they occur, all sanctioned tournaments and rugby activities organizers to provide a risk assessment form (Attachment 2) for UAERF review prior to event commencement.

11. Media and Communications

- Not disclosing detailed information that could identify the location of a child;
- Explaining how images will be used and obtaining relevant consents from parents before publishing on social media channels.
- All photos and media of Minis and Youths should be respectful, appropriate and relevant to the culture of UAE, and not in any way disparaging or humiliating.
- Minis and Youths must be appropriately dressed when being photographed; it is never acceptable to capture any images in changing rooms, showers or at any time when players are dressing. Images should be neither sexual, of an exploitative nature nor open to misinterpretation or misuse.
- All Minis and Youths players and parents should be respected when they are not happy for their children media being published on Social Media, and such should be removed immediately following their request to and within the ability to do so.
- Adults must never send any Minis & Youths player inappropriate or sexually provocative messages or images.
- Parents are encouraged to review their privacy settings on social media prior to posting pictures of children and young people, including their own.

12. Transportation for Minis & Youths players

Clubs and Schools are encouraged to develop a players' transportation policy for children for all Minis and Youths events taking place in UAE.



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Furthermore and in case clubs and schools, do not provide players transportation it is the responsibility of parents to arrange to transport their child to from the venue or the nominated meeting point.

13. Medical

All medical treatments provided to Minis & Youth players must be in compliance to UAERF Medical Provisions and the UAERF Child Safeguarding & Code of Conduct Principles.

14. Reporting

It's the responsibility of all clubs\schools through their nominated Safeguarding Officer "SO" to report to UAERF any child abuse incidents and provide evidence upon request, then wait for the UAERF advice and decision once all materials are reviewed as to the incident.

All staff, volunteers, coaches, sponsors, interns, consultants, supporters, visitors, partners, Ambassadors, players and any other individuals supporting or representing the UAERF must inform the UAERF when they have reasonable belief that a child has been harmed or is at risk of harm.

Within 24 hours of becoming aware of concern or an incident, you must inform UAERF via email to:

UAERF Regulations & Sanctions at:

sanctions@uaerugby.ae

Copy to:

UAERF main contact email at info@uaerugby.ae & UAERF Rugby Services Manager at Hazem@uaerugby.ae.

This will ensure that relevant necessary actions are taken to address the incident and the UAERF decision towards violators is provided accordingly.

Reporting can also be made in person, by phone and a written UAERF report form (Attachment 3) should be made as soon as possible to be securely stored by the UAERF. These reporting records will include a written response by UAERF outlining action and follow-up that was taken until the case is closed or resolved.



15. Consequences

UAERF is committed to preventing contact with children through work by persons that pose an unacceptable risk. Following a formal investigation, a confirmed breach of Child Safeguarding and the Code of Conduct will lead to disciplinary procedures, which may involve termination of employment or contract, de-registration from UAERF database and suspension from play.

The UAERF assures that no action will be taken against those who inform of incidents or risks in good faith. However, anyone who willfully reports using false information may be subject to possible consequences as per disciplinary procedures.



UAERF Child Safeguarding Policy is signed and approved by:

Name: **Qais Abdulla Aldhalai**

Position: **Secretary General**

Signature:

Date: 25/12/2018



Attachement 1
UAERF Child Safeguarding & Code of Conduct Protocols Acknowledgment Letter

To:
United Arab Emirates Rugby Federation

Date:

UAERF Child Safeguarding & Code of Conduct Protocols Acknowledgment Letter

This is to certify that (insert personnel name, position\ rule) of (insert club\ school name) is aware and fully compliant to UAERF Child safeguarding & Code of Conduct Principles\ Procedures and undertakes full responsibility for the appropriate incident identification and reporting and towards child protection, We will take all the necessary precautions and steps to ensure the child safety and welfare.

We therefore understand in full the consequences of any neglect or providing false information to UAERF in regards to any reported incident.

Name

Signature

Received and Acknowledged by (For UAERF Official Use Only)

Name & Title

Signature

Date

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Attachement 3
UAERF Incident Report

Submit by email to sanctions@uaerugby.ae copy in : info@uaerugby.ae and hazem@uaerugby.ae
or by hand to : UAERF office at : 406B Al Mina Oasis Building, Al Mina Road, Bur Dubai, Dubai,
United Arab Emirates. P.O. Box 116699. Landline : +971 (0) 43459666, Fax : +971 (0) 43459696

Incident Date :

Proposer name, position, relation to abused child :

Full Description of Incident :