



**Friends of Rwandan Rugby**

**UK Registered Charity 1113179**

## **Friends of Rwandan Rugby Safeguarding Policy**

### **Safeguarding is everyone's responsibility:**

This policy sets out Friends of Rwandan Rugby (FoRR's) approach to the promotion of welfare and protection of vulnerable adults and children engaged in anyway with FoRR's activities. The policy highlights specific safeguarding responsibilities for Trustees and employees of the charity but also notes the responsibilities of charity volunteers, especially when engaged on FoRR activities in-country.

The Trustees carry the responsibility for ensuring appropriate policies for the management of the charity's activities are in place and this policy together with regular staff training and appropriate volunteer briefings seek to establish such disciplines for safeguarding.

All Trustees, volunteers on the organised tours and Rugby Development Officers (RDOs) employed in Rwanda by FoRR have a responsibility to safeguard and promote the welfare of the children and any vulnerable adults engaged in FoRR activities or encountered through conducting those activities.

Safeguarding and promotion of welfare - and in particular the protection from significant harm - depends upon clear information sharing. Trustees need to be confident that any persons involved in activities organised by FoRR are aware of this Safeguarding Policy and have received the appropriate training and understand their roles and responsibilities under this policy.

In-country volunteers and RDOs need to be aware of the signs of abuse and how to report any such signs. They should:

- be alert to potential indicators of abuse or neglect;
- be alert to the risks which individual abusers, or potential abusers, may pose to children;
- share information to the appropriate bodies so that the safety and welfare of the child can be assured.
- contribute to whatever actions are needed to safeguard and promote the child's welfare;
- work co-operatively with schools and parents unless this is inconsistent with ensuring the child's safety.

Where RDOs have concerns they should raise these with the Headteacher of the school where they are working and inform the Country Manager (Kamanda). The Country Manager should then follow up with the headteacher and inform Chair of Trustees of his actions. If the Country Manager is unavailable or reporting to them

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is deemed inappropriate information should be shared directly with the Chair of Trustees (Glyn Watkins)

Where an in-country volunteer has concerns regarding the welfare and/or safeguarding of children or vulnerable adults engaged in FoRR activities they should raise these concerns with the tour leader or if this is deemed inappropriate shared directly with the chair of Trustees (Glyn Watkins)

### Definitions of abuse and neglect:

Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in a school or community setting; by those known to them or by a stranger. They may be abused by an adult or adults or another child or children.

### Physical abuse

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child.

### Emotional Abuse

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

### Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact or may include non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

### Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may involve a parent or carer failing to provide adequate food and clothing, shelter including exclusion from home or abandonment, failing

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to protect a child from physical and emotional harm or danger, failure to ensure adequate supervision including the use of inadequate care-takers, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

### RDO, Trustees and Volunteer awareness

All the above will be made aware of this policy and a register kept indicating dates when staff have received training and awareness raising.

### Reviewing the Policy and Procedure

This policy and procedure will be reviewed every year.

### Important contact details

FoRR Country Manager

Tharcisse Kamanda +250 788 778 708

Email kamandath@yahoo.fr

FoRR Chair of Trustees

Glyn Watkins 07846359826

Email glyn@friendsofrwandanrugby.org.uk

**This policy has been agreed by the FoRR Trustees May 2019 and will be reviewed annually at the AGM**

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