



SAFEGUARDING CHILDREN POLICY

Safeguarding Policy for the Protection of Children and Vulnerable Adults at Risk

Turkish Rugby Federation (TRF) aims to ensure the protection of all children and vulnerable adults who are involved with TRF and to give staff a clear structure within which they can work safely. TRF opposes any discrimination on the grounds of race, national or social origin, sex, politics, religion or creed. For the prevention of any kind of discrimination, TRF predicates its rules and regulations on Human Rights and Olympic Charter. This document outlines minimum standards for TRF staff worldwide and applies to all TRF Community.

1. Principles:

- All children have equal rights to protection from abuse and exploitation and should be encouraged to fulfil their potential and inequalities should be challenged;
- Everybody has a responsibility to support the care and protection of children and vulnerable persons;
- Everybody regardless of their background, age, sex, ability or disability, race, colour, nationality, ethnic or national origin, religion or belief, size, or sexual orientation has the right to protection from harassment

2. Glossary of Terms

2.1. Definition of TRF staff

TRF staff refers to and is defined as, but not limited to, employees, temporary staff including students and part-time employees, volunteers (non-paid), coaches, referees and players (either paid or nonpaid), who operate within the jurisdiction of TRF.

2.2. Definition of a Child:

Child Protection Procedures apply to children and youth who have not yet reached their 18th birthday. The definition of a child for the purposes of safeguarding and child protection should not be confused with the legal definition of a child or age limits set out in other relevant laws. The fact that a person under the age of 18 may have reached the local age of majority, age of sexual consent, voting age, etc., does not alter their inherent vulnerability as a child. Child in need of protection: is one who has suffered significant harm, is suffering significant harm or is at unacceptable risk of suffering significant harm; or does not have a parent, guardian, or care giver able and willing to protect the child from harm.

2.3. Definition of a Vulnerable Adult at risk

Adults, aged 18 and over, who:

- are unable to safeguard their own well-being, property, rights or other interests;
- are at risk of harm and abuse;
- because they are affected by disability, mental disorder, illness or physical or mental infirmity, are more vulnerable to being harmed than adults who are not so affected.

2.4. Definition of Abuse

There are different legal and operational definitions of child abuse across all countries. All definitions refer to the physical or psychological damage caused to another person by the abusive behaviour of others, or the failure of others to protect from such damage. Most commonly, the categories of abuse cover sexual, physical and emotional abuse, neglect, and exploitation. Child abuse as defined by UN Convention on Right of the Child refers to circumstances where a child's basic needs are not being met in a manner that is appropriate to his/her individual needs and stage of development and the child is, or will be, at risk through avoidable acts of commission or omission (neglect, emotional abuse, physical abuse and sexual abuse). Abuse of vulnerable adults can constitute the physical, psychological, emotional, financial, or sexual maltreatment (including pornography) or neglect of a vulnerable adult by another person. The abuse may be a single act or repeated over a period of time, it may take one form or a multiple of forms (neglect, emotional abuse, physical abuse and sexual abuse). The lack of appropriate action can be a form of abuse. Physical abuse is the use of physical force that may result in bodily injury, pain, or impairment. Psychological abuse is a pattern of non-physical behaviour which can seriously interfere with a child's cognitive, emotional, psychological, or social development sometimes causing more lasting harm to a young child's development than overt physical abuse. Abuse of power is defined as the wrongful application of power by someone in dominant position. Whether abuse occurs in institutions or in the home, it involves the elements of a power imbalance, exploitation and the absence of full consent. It also involves acts of omission and commission.

2.5. Definition of Sexual Abuse & Sexual Exploitation

Sexual Abuse is actual or threatened physical intrusion of a sexual nature, including inappropriate touching, by force or under unequal or coercive conditions. For a child under 18, consent is not a defence. Sexual abuse includes sexual behaviour involving two or more people in the following circumstances:

- 1 or more persons bribe, coerce, exploit, threaten or is violent toward the affected person;
- the affected person has less power than the other person(s);
- there is a significant disparity between the affected person and the other person(s) in intellectual capacity or maturity.

Sexual Exploitation is sexual coercion and manipulation (all types of sexual acts including pornography) by a person in a position of power providing any type of assistance in exchange for sexual acts. In these situations, the survivor believes that she or he has no other choice than to comply; this is not consent and it is exploitation. Exploitation happens when a person misuses his or her power to profit sexually or otherwise from someone who needs something from the exploiter. Children in sexually exploitative situations and relationships may receive something such as gifts, money or affection as a result of performing sexual activities or others performing sexual activities upon them. The same applies to vulnerable adults.

2.6. Definition of Exploitation

Exploitation is the intentional ill-treatment, manipulation or abuse of power and control over a child or adult; to take selfish or unfair advantage of a child or adult, for personal gain. It may manifest itself in many forms such as child or adult labour, slavery, servitude, engagement in criminal activity, begging, benefit/financial fraud or child trafficking. It extends to the recruitment, transportation, transfer, harbouring or receipt of children for the purpose of exploitation.

3. 17 YEAR OLD MALES AND FEMALES PLAYING IN SENIOR 15S AND 7S RUGBY

This policy covers all players under 18. However, in accordance with the TRF Reglement, a male or female player can, with the necessary written consents, play in a senior game when he/she reaches his/her 17th birthday provided:

- the have been assessed (by a doctor) as capable of playing with adults;

And

- the player does not train or play in the front row of the contested scrum. Once a player has reached the age of 18, the player may play in any position.

4. The Specified Safeguarding Policy Objectives:

- to ensure that all TRF staff take responsibility in order to protect children, young people and vulnerable adults;
- to make all TRF staff are aware that they have a role in protecting children and vulnerable adults from harm and must give paramount concern to their welfare;
- to ensure all TRF staff are informed of the relevant responsibilities in identifying and reporting possible abuse so that children and vulnerable adults are safe;
- to ensure that TRF provides an environment in which everyone, particularly children, young people and vulnerable adults feel safe, secure and valued;
- that concerns or allegations of child abuse are always taken seriously, investigated and acted on if appropriate;
- that we will support the participation of children by valuing, listening to and respecting them;
- that all TRF staff have access to, and are familiar with this policy, and know their responsibilities within it;
- that all TRF staff have access to information about how to report concerns or allegations of abuse;
- that TRF's recruitment practices are robust enough to ensure that we will not recruit personnel, volunteers or others if they pose a known risk to children, students and staff safety & wellbeing;
- that all TRF staff are responsible for implementation of this policy.

5. Core Values

- 6. Teamwork**
- 7. Respect**
- 8. Enjoyment**

- Discipline
- Sportsmanship

6. Code of Conduct Policy - Summary

- Treat everyone with respect, recognising their right to personal privacy.
- Be aware of situations which may present risks and manage these.
- Plan and organize any events involving children so that risks are minimised.
- Recognise that caution is required in all one-to-one situations.
- Provide access for children & adults to talk to others about any concerns they have.
- Encourage children & adults to feel comfortable to state attitudes or behaviour they do not like.
- Avoid inappropriate physical or verbal contact with others.
- Avoid showing favouritism to any individual.
- Never make suggestive remarks or gestures, even in fun.
- Do not trivialize or exaggerate child abuse or other forms of abuse issues.

7. Recruitment of Staff and Volunteers

Safe recruitment is an integral part of good Safeguarding policy and practice. In addition to standard good HR practices, TRF staff (as defined in 2.1.) recruitment will include:

- Clear job descriptions that notes all staff will be vetted and must adhere to TRF's Safeguarding Policy as well as all other TRF policies.
- Application forms, which include a Safeguarding declaration and reference to the TRF Safeguarding Policy, must be completed by the candidate.
- That references (a minimum of 2 required) will be requested and checked as fully as possible.
- Where legally possible, background checks will be carried out on those in positions that have direct contact with children.
- Interviews will be conducted with candidates, in which specific questions on Safeguarding topics and risks are asked to establish a candidate's suitability to work with children and vulnerable adults.
- Candidates will be required to confirm their identity -identification check- with proof of relevant qualifications and documentations where available.

8. How to Deal with Concerns?

- Keep calm and act normally; do not say or show that you are shocked.
- Do not investigate or question the child or adult. If a child or adult reports abuse directly to you, only ask questions to get enough information to understand the complaint (e.g. 'who, what, where,

when' questions, but not 'why' questions). Do not ask the child or adult for specific or graphic details which may retraumatise them. Accept what the child or adult says. It is not your responsibility to judge or investigate an allegation.

- Reassure the child or adult that they have done the right thing by telling you and let them know you need to tell someone else. Never agree to keep a secret. Our staff must not keep confidences when it involves Safeguarding concerns. This applies also to all representatives as defined in 2.1.
- Let the child or adult know what you are going to do next and that you will let them know what happens.
- Avoid delay. Do not dwell on allegations or suspicions of abuse or disclosures. While counselling will form part of the response, this must not be the immediate reaction.
- Do not directly challenge parents/guardians or alleged perpetrator about the disclosure. Failure to report suspicion of abuse relating to any individual is a breach of our Safeguarding policy and could lead to disciplinary action being taken.
- Record all the details as soon as possible while the information is still clear. For the avoidance of doubt, there is no obligation placed on any individual child or vulnerable adult to share any incident that has happened to them if they are not ready to do so. Likewise, there is no obligation placed on any staff to report any incident that has happened to them as a child or adult.