



Ospreys in the Community Child Safeguarding

Ospreys in the Community is the charitable arm of the professional team Ospreys Rugby. OitC utilises the power of sport and physical activity to harness social good and make an impact in communities. Playing an important role in helping to improve lives, irrespective of age, ability or gender.

We have a responsibility to promote high standards of behaviour throughout our programmes to uphold the values and spirit of rugby in Wales.

To Ensure we protect our participants, volunteers and staff Codes of Conducts have been created and embedded into all our activities and programmes.

1. Separate codes of conducts will be related to the following programmes:

As part of the One community agreement between OitC and the WRU, a vast majority of our programmes will align with the WRU Code of Conduct for Players, coaches, team managers and Club officials. Please see [WRU Safeguarding](#)

These Programmes are as follows:

- Primary school rugby sessions
- Festivals and Tournaments school or club environment
- Club coaching sessions and events.
- Inclusive community club sessions
- Wheelchair rugby sessions
- Disability events and or rugby sessions

The OitC programmes that will include

- TACKLE – Employability 12 – 16
- Ospreys TRI Pi

TACKLE is an employability programme for learners aged 12+ that engages, inspires and motivates, helping learners to reach new goals, greater opportunities and a better life.

It links sport, education and business to develop employability skills to enhance future aspirations and potential via training, workshops and work placements.

Improved confidence, achievements & attainment in schools, college and community.

2. For breaches of the Codes of Conduct, the Safeguarding leads and programmes leads may impose sanctions as deemed appropriate.

Sanctions relating to the WRU programmes outlined above will be dealt with as per the WRU [Policy](#). For any concerns/incidents that occur in OitC programmes Outlined above may include the following

- Removal from programme or session
 - Disciplinary in front of safeguarding board
 - Case referred to police/social services or other relevant organisation
3. Following a concern, an incident report must be made within seven days of the complained of incident. Link found at www.ospreysrugby.com/safeguarding
 4. A Code of Conduct Report must contain the following which must be provided within seven (7) days of the complaint of incident: (a) the name of the Person, Club, or School submitting the Code of Conduct Report; (b) full details of the complaint; and (c) any evidence relied on by the party submitting the Code of Conduct Report.
 5. The Safeguarding Lead shall determine what steps, if any, to take in relation to the allegations contained in the Code of Conduct Report.

Tackle Code of Conduct

Whilst part off the TACKLE programme, it is expected that you will:

- Play an active part in the Ospreys in the Community's Values and all equality and diversity opportunities by refusing to take part in behaviour that degrades others and by challenging and reporting bullying and discriminatory behaviour.
- Respect the rights of others and report inappropriate and unsafe behaviour
- Behave in a respectful, professional and mature manner
- Take opportunities offered to contribute to the programme with constructive feedback.
- Take pride in the Ospreys badge – Understanding you are part of a programme that represents the region.
- Full attendance is always desired to gain the most from the programme and to take part in all opportunities provided.
- Be punctual for all sessions bringing essential equipment with you i.e. pens and paper and wearing the appropriate clothing for the activities you may be undertaking.
- Make sure you contact the appropriate staff member at least 45 mins before the start of your day if you are absent
- Make learning successful for everyone by behaving in a way that promotes a cooperative, positive and productive learning environment
- Participate in all learning activities
- Seek help when you need it and take up the support offered
- Appropriate use of Mobile phones, the nature of the course is that you may be required to use your mobile phone.
- When in public areas/workspaces be mindful of inappropriate behaviour, bad language and that you are representing Ospreys in the Community.
- Demonstrate a positive attitude towards learning and work

Unacceptable Behaviour

Examples of unacceptable behaviour which break this Code of Conduct include (this list is not exhaustive):

- Failure to bring essential equipment with you i.e. pens and paper, and wearing the appropriate uniform/PPE, as always required for your course .
- Unreasonable conduct in class
- Persistent talking and interruptions in class
- Failure to follow reasonable instructions of staff in class or on visits
- Persistent bad language
- Inappropriate use of IT, computers or any other technological device
- Persistent use of a mobile phone in class when requested not to use it
- Persistent littering
- Smoking, including e-cigarettes, anywhere other than in the designated area
- Inappropriate behaviour in and around other programme attendees – Such as rugby camps.

Gross Misconduct

- This is behaviour so serious that it may constitute a threat to the safety of other people, be illegal or dishonest.
- Bringing the Ospreys in the community into disrepute
- Any criminal or illegal activity whether carried out during a TACKLE programme or site visit.
- Acts of violence
- Any form of physical, emotional or verbal threat including abusive, offensive, aggressive language or behaviour to anyone.
- Carrying of offensive weapons
- Possessing, accessing extremist materials, or using extremist language or expressing extremist views
- Any form of bullying, harassment or discrimination
- Actions that break Health and Safety Policy
- Suspected of being under the influence of drugs, alcohol or substance misuse, possession or abuser
- the unacceptable disruption to the learning of others
- inappropriate use of IT including (cyber bullying)
- The unacceptable use of mobile devices to record images / voice of anyone without their knowledge or permission
- wilful damage to property

Please see WRU Code of Conduct for Players, coaches, team managers and Club officials

Someone engaged in coaching may do so under the title of activator, coach, instructor, teacher or leader. Regardless of the badge they wear, this Code applies to all those who help others achieve their goals through sport and physical activity.

Social Media

SOCIAL MEDIA AND COMMUNICATIONS CODE OF CONDUCT For the purposes of this Code of Conduct, Coaches/Officers or Volunteers shall include any member of a Club/Group.

Any individuals involved in the club or group shall not publish to any social media or social network or website with criticism towards any participants/officials/spectators. which might be defamatory, improper, threatening, abusive, indecent, insulting, offensive or that brings or has the potential to bring the organisation into disrepute.

Player, coach, volunteer, Club official, match official shall not incite violence on or off the field using social media.

Player, coach, volunteer, Club official, match official shall not publish any confidential information.

Try Pi Schools Programme

Education is one of the four pillars supporting Ospreys in the Community. The Ospreys Try Pi Programme supports education aims of the foundation and operates in Swansea, Neath and Port Talbot and Bridgend.

A 4-module programme aimed at years 5-6, to introduce coding using the Raspberry Pi with the Ospreys brand as a tool to increase engagement.

Module 1 - Sony Coding Tour

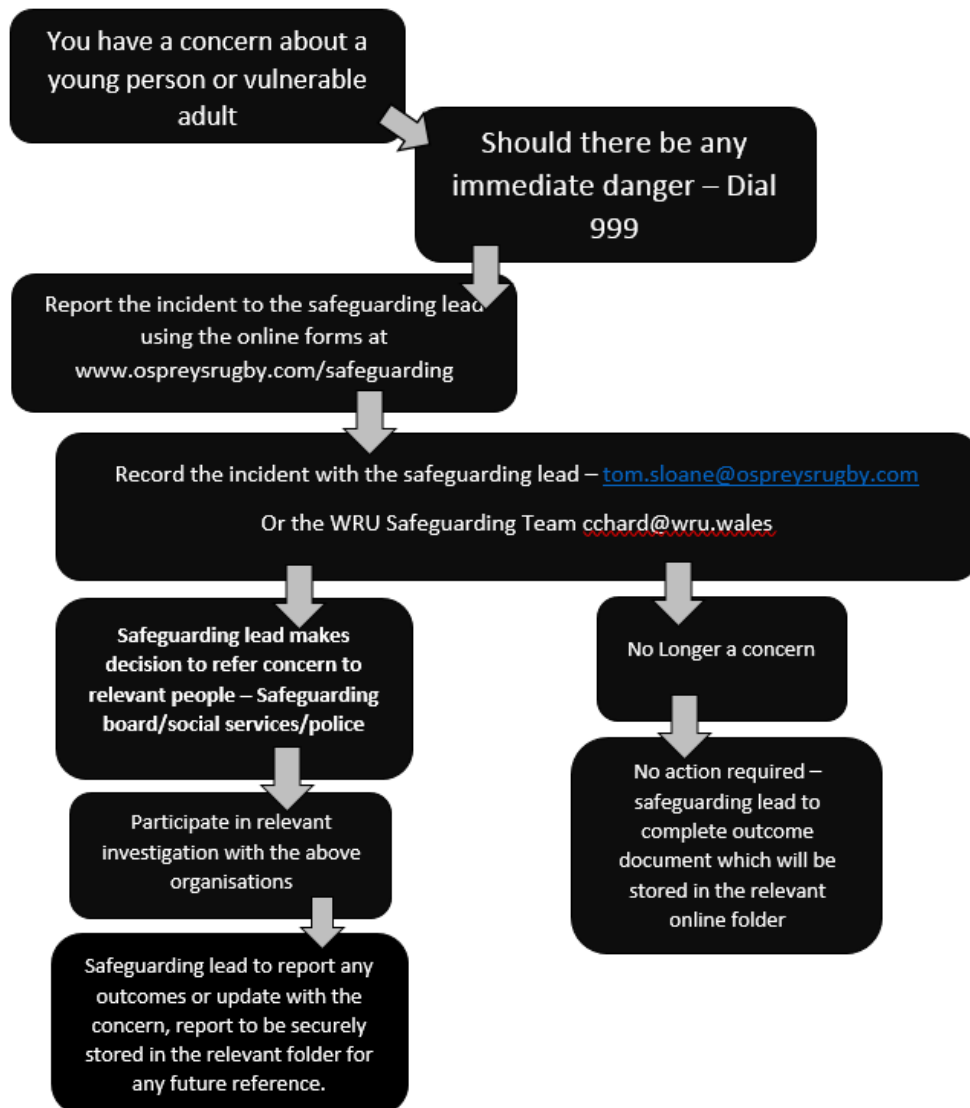
Module 2 - Player Visit to School

Module 3 - Inclusive Rugby Festival

Module 4 - Liberty Stadium Visit & Warburton's Session

SONY UK Technology Centre provide pupils with the opportunity to learn about local engineering prospects. The Sony unit covers an interactive visit to the factory in Pencoed to see the latest technology as it's built. As well as a coding session on the Raspberry Pi which allows pupils to create interactive rugby games and code the Welsh national anthem.

During the School visits to Sony and the Liberty stadium, the schools will follow their own safeguarding policy due to this being a supervised trip with teachers/staff. Ospreys in the Community will report and document any concerns that may arise and will deal with them in the correct manner.



If you have any specific queries or wish to discuss a concern, please contact our Regional Safeguarding lead.

If the matter is serious or urgent, please contact NSPCC on 0808 800 5000, the Police, and/or Children's Services.

Alternatively, you can call ChildLine and develop their skills at any time (it is free and confidential) 0800 1111.