



2026/2027

Safeguarding Policy



Introduction

Newcastle Red Bulls, Newcastle Rugby Foundation and Newcastle Red Bulls Academy are committed to the Safeguarding of children, young people and adults at risk of harm. We believe that everyone has a responsibility to promote the welfare of all.

Introduction (cont.)

The purpose of this Safeguarding Policy and associated procedures is to provide a clear vision and expectations of all staff, volunteers and players about expected codes of behaviour in dealing with child welfare concerns. We expect all staff, players, volunteers, contractors, partners and guests to share this commitment. Our Club, Academy and Foundation recognise the contribution we can make to protect children from harm and support the welfare of all who attend and participate in our activities.

Organisations

Newcastle Red Bulls, Newcastle Red Bulls Academy (company number 11331155) encompasses Newcastle Red Bulls, Newcastle Red Bulls Academy and all Falcons events. Newcastle Rugby Foundation is a registered charity, number 1107851.

Aim of Policy

The policy aims to ensure early identification of safeguarding, health or wellbeing concerns; to embed effective safeguarding procedures across all staff, management and governing bodies; to ensure staff understand their responsibilities for recognising, responding to, recording and reporting concerns; to develop a positive and proactive welfare programme; to provide up-to-date safeguarding training to all staff; to work with the governing body and multi-agency partners where concerns are identified; and to maintain community confidence through consistent application of this policy and its procedures.

Scope

This policy applies to all employees, volunteers and contractors working on behalf of the organisations. It has five main elements: safe recruitment, including reference checks and enhanced RFU DBS checks; raising safeguarding awareness among staff; developing procedures for recognising, responding to, recording and referring safeguarding issues; supporting children, young people and vulnerable adults by establishing a safe environment in which to learn and thrive; and providing opportunities for people of all backgrounds and abilities to participate.

Responsibilities

Newcastle Red Bulls, the Academy and the Foundation will: appoint a senior board-level lead with governance responsibility for safeguarding; appoint a Designated Safeguarding Lead (DSL) and Deputy Safeguarding Officers (DSOs) for both organisations; report all safeguarding matters to the Board at least twice per year; ensure the DSL follows safer recruitment requirements, including two references and DBS checks renewed at least every three years; ensure all staff and volunteers know their DSL and DSOs; create a culture of safety, equality and protection; operate clear whistleblowing and escalation procedures; provide staff and volunteers with time for mandatory and supplementary safeguarding training; refer any allegations against staff or volunteers immediately to the DSL/DSO and, where appropriate, the governing body; keep records of welfare and protection concerns in line with GDPR; and work with partner agencies, including Children's Social Care, sharing information appropriately.

Policy Definitions

Abuse: when a child or adult at risk is intentionally harmed physically, sexually, emotionally or through neglect, in person or online. Child: a person aged under 18. Club: Newcastle Red Bulls, Newcastle Red Bulls Academy or Newcastle Rugby Foundation, its workforce, volunteers and activities. DSL: the Designated Safeguarding Lead responsible for implementing this policy, safer recruitment and staff training. DSO: Deputy Safeguarding Officers who support the DSL across different areas of business. DBS: the Disclosure and Barring Service, which processes criminal record checks. Governing Body: the RFU and Premiership Rugby. Harm: ill-treatment or impairment of welfare through abuse or inappropriate behaviour, including witnessing third-party abuse.

Policy Definitions (cont.)

Local Authority: the district, borough, city and county councils responsible for governance where the club operates, including Newcastle, Gateshead, North Tyneside, Northumberland, Sunderland, South Tyneside and Cumbria. LADO: the Local Authority Designated Officer, providing advice and oversight on allegations against paid and unpaid workers. NSPCC: a charity campaigning for and working within child protection across the UK. Playing Regulations: rugby's age-grade and safeguarding regulations (RFU Regulations 15 and 21). Position of Trust: a relationship where a staff member or volunteer holds power or influence by virtue of their role. Regulated Activity: teaching, training, care or supervision of children carried out frequently or overnight, or personal care/financial support for vulnerable adults. Safeguarding: preventative and reactive measures to minimise harm, protect wellbeing and support good outcomes for vulnerable groups. Safeguarding Children's Partnership: the local partnership (formerly the Children's Safeguarding Board) providing guidance, training and governance on safeguarding. Staff: people employed by Newcastle Red Bulls, the Academy or the Foundation, including volunteers within club activities. Volunteers: people who freely give their time, skills or expertise to the Club, Academy or Foundation. Vulnerable Group: the collective term for children, young people and vulnerable adults. Vulnerable Adult/Adult at Risk: a person aged 18 or over at risk of abuse or neglect due to care and support needs (Care Act 2014). Vulnerability: increased exposure to harm through personal characteristics or circumstances such as isolation or substance misuse. Welfare: the health, happiness and comfort of individuals, including their social and psychological development. Workforce: staff, volunteers and third-party contractors deployed to work with the club. Young Person: aged between 14 and 19.

Key Contacts.

DESIGNATED SAFEGUARDING LEAD

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DEPUTY SAFEGUARDING OFFICERS

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Magee (Foundation CEO), Gavin Beasley and Darren Greco

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STADIUM SAFETY OFFICER

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LOCAL AUTHORITY DESIGNATED OFFICERS (LADO)

Newcastle: Melanie Scott, 0191 277 4636. South Tyneside: Angela

Nolan, 0191 424 4701. North Tyneside: Hayley Muir, 0345 2000 109.

Northumberland: Louise Prudhoe. Gateshead: Michelle Farry, 0191

433 8031. Sunderland: Danielle Rose, 0191 561 3901. Cumbria:

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Important Information and Resources

More information about types of abuse, safeguarding guidance and toolkits can be found via the following resources: nspcc.org.uk/what-is-child-abuse | newcastlesafeguarding.org.uk | englandrugby.com/governance/safeguarding | rugby-league.com/governance/safeguarding | NSPCC recommended adult-to-child ratios (learning.nspcc.org.uk) | RFU Safeguarding Toolkit and Safeguarding Policy Booklet (available via englandrugby.com).

Additional safeguarding advice: RFU Safeguarding Toolkit, available via englandrugby.com.



Policy Review

The responsibility for reviewing and maintaining this policy sits with Newcastle Rugby Foundation and Newcastle Rugby's Designated Safeguarding Lead, and review will take place annually.

Last review date: June 2026

Date of next review: June 2027



