



UGANDA RUGBY UNION SAFEGUARDING POLICY

Policy Information

Details	Information
Organisation	Uganda Rugby Union
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Approved By	Uganda Rugby Union Executive Committee

Executive Summary

The Uganda Rugby Union demonstrates unwavering commitment to safeguarding the welfare and wellbeing of all children and adults within our rugby community. We recognise our moral, legal, and ethical responsibility to promote exemplary safeguarding practices and to protect everyone from harassment, abuse, exploitation, and all forms of harm.

This comprehensive Policy establishes our resolute commitment to protecting children and vulnerable adults whilst fostering an inclusive, safe, and enjoyable rugby environment for all participants, officials, volunteers, and stakeholders within the Uganda rugby community. Consistent with World Rugby values, every member of our rugby community possesses an inalienable right to respect, safety, and protection.

1. Policy Statement

Consistent with the values of World Rugby, every member of the Uganda Rugby Community has a right to respect, safety and protection including players, coaches, officials, staff or volunteers. The welfare of all members of the rugby community, particularly children and adults at risk, is of paramount concern. This policy places the principle of "do no harm" at the centre of all Uganda Rugby Union activities.

When any member of the Uganda Rugby Community is subjected to or engages in abuse, acts of harassment, or misconduct, these shall be deemed inconsistent with the values of rugby and fundamentally undermine the unique character and values of our sport. All forms of discrimination, harassment and abuse are expressly prohibited by the Uganda Rugby Union's Code of Conduct, as read together with the Constitution of Uganda, the National Sports Act 2023, World Rugby's Code of Conduct, and all other relevant legislation.

The Uganda Rugby Union strongly believes that everyone has the right to participate in rugby within a physically and emotionally safe environment, as this forms the foundation of a lifelong positive and high-quality sporting experience. We commit to providing and promoting a safe rugby environment by implementing comprehensive safeguards for all participants, creating an enjoyable and inclusive culture aimed at preventing all forms of abuse and harassment, whilst providing a trauma-informed and victim-centred safeguarding approach.

2. Policy Review Schedule

2.1 Review Frequency

This Policy shall be reviewed after one year initially, then at least every two years by the Uganda Rugby Union Executive Committee, or sooner in the following circumstances:

- Changes in relevant national or international legislation
- Changes in World Rugby safeguarding guidance or standards
- Changes in guidance on safeguarding children or adults from relevant authorities
- Following any serious safeguarding incidents or concerns within the Uganda Rugby Union
- When recommended by external safeguarding audits or reviews

2.2 Review Process

- The Safeguarding Lead Officer shall coordinate the review process
- Consultation will include relevant stakeholders, including players, coaches, officials, and parents/guardians
- World Rugby safeguarding standards will be referenced to ensure compliance
- Legal advice will be sought where necessary to ensure alignment with Ugandan law

3. Purpose and Objectives

This Policy aims to:

1. **Provide a comprehensive framework** for safeguarding the wellbeing of all members of the rugby community
2. **Ensure paramount consideration of welfare** - the welfare of children and vulnerable adults remains the paramount consideration in all aspects of rugby activities
3. **Adopt a trauma-informed and victim-centred approach** in all safeguarding responses
4. **Define abuse and harassment** comprehensively, including emerging forms of harm
5. **Raise awareness and provide sensitisation** about harassment and abuse in sports
6. **Establish clear reporting mechanisms** and the processes that follow
7. **Provide adequate support** to victims (alleged or confirmed)
8. **Explain disciplinary processes** for cases arising from breaches of this Policy

9. **Foster safe environments** where rugby can be enjoyed by all participants

10. **Align with international standards** and World Rugby requirements

4. Scope of Application

4.1 Covered Individuals

This Policy shall apply comprehensively to all "Covered Individuals," which shall mean:

1. **Players, Persons, Contract Persons, Agents, Affiliated Uganda Rugby Union Bodies** and any member of the Uganda Rugby Union, Affiliated Clubs, or Rugby Bodies within the Uganda Rugby Union's purview (including coaches, volunteers, medical and support personnel, officers, staff, match officials, and disciplinary personnel)
2. **Uganda Rugby Union, Regional Associations and Union employees** and volunteers, officers, agents, consultants, and contractors
3. **Members of Uganda Rugby Union Executive Committee** and any committee or working group appointed by the Executive Committee
4. **Any elected or appointed member** of any committee of a Regional Association
5. **Any person working or volunteering** at any event held by or on behalf of the Uganda Rugby Union, including:
 - Tournaments and competitions
 - Meetings and conferences
 - Training and education programmes
 - Development programmes
 - Media events
6. **Parents, Guardians, and Spectators** when on rugby premises or at rugby events

4.2 Geographical Scope

This Policy applies to all rugby activities under Uganda Rugby Union jurisdiction, whether occurring:

- Within Uganda's borders
- During international travel for rugby purposes
- At training camps, tournaments, or competitions
- During online activities or communications related to rugby

4.3 Responsibility and Compliance

It shall be the responsibility of every Covered Individual to familiarise themselves with and comply with this Policy. Covered Individuals should be aware that conduct prohibited under this Policy may constitute a criminal offence and breach other applicable laws and regulations.

5. Legal and Organisational Policy Context

5.1 International Framework

This Policy has been developed with due regard to:

- **The United Nations Convention on the Rights of the Child**
- **The Universal Declaration of Human Rights**
- **World Rugby Safeguarding Standards and Guidelines**
- **International Safeguards for Children in Sport Framework**

5.2 National Legislation

Compliance with relevant Ugandan legislation, including:

- **The Children Act (Cap 59)**
- **The Domestic Violence Act (2010)**
- **The Prohibition of Female Genital Mutilation Act (2010)**
- **The Prevention of Trafficking in Persons Act (2009)**
- **The Penal Code Act (Cap 120)**
- **The Sexual Offences Act (2021)**
- **The Constitution of Uganda**
- **The National Sports Act (2023)**

5.3 Rugby-Specific Standards

- **World Rugby Safeguarding Standards**
- **World Rugby Code of Conduct**
- **Rugby Africa Safeguarding Guidelines**
- **International Olympic Committee Safeguarding Toolkit**

6. Fundamental Principles

6.1 Do No Harm

We shall always take care to do no harm, or where harm has already occurred, ensure that any actions taken do not increase the extent of the harm. All interventions will be carefully considered to prevent re-traumatisation.

6.2 Child-Centred Approach

The welfare and best interests of the child or vulnerable adult shall be the paramount consideration in everything we do. Decision-making will prioritise their safety, wellbeing, and long-term interests.

6.3 Survivor-Centred Practice

We shall be survivor-centred in everything we do, ensuring that those who have experienced harm are treated with dignity, respect, and compassion, and that their voices guide our response.

6.4 Equality and Non-Discrimination

Everyone has an equal right to protection from harm regardless of gender, culture, ethnicity, age, religion, sexual orientation, disability, socio-economic status, or any other characteristic.

6.5 Participation and Voice

Children and vulnerable adults have a right to have their voices heard, and their views will genuinely shape and influence how we work. We shall create meaningful opportunities for participation in safeguarding processes.

6.6 Transparency and Accountability

We shall operate with transparency in our safeguarding processes whilst maintaining appropriate confidentiality, and we shall be accountable for our safeguarding decisions and actions.

7. Comprehensive Definitions

7.1 Fundamental Terms

Child/Children: Any individual under the age of 18, irrespective of individual country legal definitions of when a child reaches adulthood.

Vulnerable Persons/Populations: Individuals or groups who, due to their age, gender, mental or physical health, disability, ethnicity, religious identity, sexual orientation, economic or social status, or as a result of disasters and conflicts, are deemed to be at risk.

Safeguarding: The internal actions of an organisation taken to ensure that people and activities keep everyone physically and emotionally safe from harm, abuse, violence, exploitation and neglect during rugby activities or rugby-related situations, and are able to effectively refer or respond to safeguarding incidents identified outside rugby activities.

Child Protection: Activities required to respond to concerns for children's safety who have been identified as being at risk of or are suffering harm through abuse, violence, exploitation and neglect, where intervention is conducted by service providers.

Harm: The negative impact or consequences upon a person/people resulting from direct or indirect actions by another person/people. This includes:

- **Physical harm:** Hitting, shaking, throwing, burning, or causing physical injury
- **Sexual harm:** Rape, sexual assault, sexual harassment, inappropriate touching, or exposure to sexual content
- **Emotional/Psychological harm:** Bullying, humiliation, threatening behaviour, or causing mental distress
- **Neglect:** Failing to provide basic care, supervision, or protection
- **Financial/Economic abuse:** Theft, fraud, or misuse of money or possessions

- **Discriminatory abuse:** Harassment or poor treatment because of protected characteristics

Risks to Emotional Safety: Any potential risk or incident which could cause emotional harm to a person.

Risks to Physical Safety: Any potential risk or incident which could cause physical harm to a person.

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

Trafficking: In the context of sport, involves the sale of child athletes, usually across national boundaries and for profit.

7.2 Recognising Poor Practice

Poor practice refers to behaviour, action or inaction by any Covered Individual that falls below the expected standard of care, potentially putting an individual at risk of harm by neglecting their needs, failing to follow proper procedures, or exhibiting inappropriate behaviour, which could include physical, emotional, or sexual abuse, or neglect.

7.3 Harassment and Abuse

Harassment and abuse can be related to and can occur regardless of a person's age, race (including skin colour, nationality, ethnic or national origin), gender reassignment, sex, sexual orientation, disability, language, religion or philosophical beliefs, or athletic ability. It can include a one-off incident or a series of incidents and may occur in person or online.

Harassment and abuse often result from an abuse of authority, meaning the improper use of a position of influence, power, or authority by an individual against another person.

Abuse/Violence: An act (or failure to act) by someone in a position of power that endangers another person's physical or emotional health, development, or dignity.

Harassment and abuse can be expressed in five primary forms:

7.3.1 Psychological Abuse

Any unwelcome act including confinement, isolation, verbal assault, humiliation, intimidation, infantilisation, or any other treatment which may diminish the sense of identity, dignity, and self-worth.

Possible indicators:

- Low self-esteem or self-confidence
- Anxiety, depression, or mood changes
- Regression in behaviour or development
- Difficulty forming relationships

7.3.2 Physical Abuse

Any deliberate and unwelcome act, such as punching, beating, kicking, biting, and burning, that causes physical trauma or injury. Such acts can also consist of forced or inappropriate

physical activity (e.g., age- or physique-inappropriate training loads, including when injured or in pain), forced alcohol consumption, or forced doping practices.

Possible indicators:

- Unexplained injuries, bruises, or marks
- Fear of certain adults or situations
- Reluctance to participate in physical activities
- Aggressive behaviour towards others

7.3.3 Sexual Harassment

Any unwanted and unwelcome conduct of a sexual nature, whether verbal, non-verbal, or physical. Sexual harassment can take the form of sexual abuse and includes staring or leering, unwelcome affection or touching, suggestive comments or jokes, intrusive questions or statements about private life, and inappropriate advances on social networking sites.

7.3.4 Sexual Abuse

Any conduct of a sexual nature, whether non-contact, contact, or penetrative, where consent is coerced/manipulated or is not or cannot be given.

Possible indicators:

- Age-inappropriate sexual behaviour or knowledge
- Withdrawal from activities or relationships
- Sleep disturbances or nightmares
- Sudden changes in behaviour or personality

7.3.5 Neglect

The failure of a coach or another person with a duty of care towards a player or other Covered Individual to provide a minimum level of care, which is causing harm, allowing harm to be caused, or creating an imminent danger of harm.

Possible indicators:

- Poor hygiene or inappropriate clothing
- Frequent illness or untreated injuries
- Lack of supervision in dangerous situations
- Developmental delays

7.4 Preventing Sexual Exploitation, Abuse and Harassment (PSEAH)

7.4.1 Sexual Exploitation

Any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including but not limited to profiting monetarily, socially, or politically from the sexual exploitation of another.

7.4.2 Sexual Exploitation Material

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

7.4.3 Child Exploitation

The use of a child in work or other activities for the benefit of others that deprives them of their childhood, education, development, or dignity. It includes unacceptable child labour, child sexual exploitation or trafficking, and child sexual exploitation material.

7.4.4 Grooming

The process when someone builds a relationship, trust and emotional connection with another person so they can manipulate, exploit and abuse them to lower their inhibitions with the objective of sexual abuse. This can occur in person or online.

7.4.5 Fraternisation

Any relationship that involves, or appears to involve, partiality, preferential treatment or improper use of rank or position, including but not limited to voluntary sexual behaviour. It could include sexual behaviour not amounting to intercourse, a close and emotional relationship involving public displays of affection or private intimacy, and the public expression of intimate relations.

7.5 Contextual Safeguarding

Recognition that safeguarding risks can occur in various contexts, including:

- Online and digital environments
- Peer-on-peer interactions
- Community and family settings
- Travel and accommodation arrangements

8. Breach of Policy

The following conduct constitutes a violation of this Policy:

1. **Psychological Abuse**
2. **Physical Abuse**
3. **Sexual Harassment**
4. **Sexual Abuse**

5. **Neglect**

6. **Complicity:** Assisting, encouraging, aiding, abetting, conspiring to engage in, or concealing any violation of this Policy, including but not limited to failing to report any cases of alleged or confirmed violations

7. **Failure to cooperate/obstruction:**

- Failing to cooperate with any investigation carried out by, or on behalf of, the Uganda Rugby Union
- Obstructing or delaying any investigation
- Concealing, tampering with, or destroying any documentation or information relevant to investigations

8. **Retaliation:** Negative treatment of any person because they have made a report under this Policy

9. **Responsibilities**

9.1 **Uganda Rugby Union Executive Committee and Chief Executive Officer**

Responsibilities:

- Commitment to the Uganda Rugby Union Safeguarding Policy
- Support the review of the Policy and associated documents on a biennial basis or as required
- Support a culture of respect, integrity, solidarity, passion, discipline, openness, improvement, and accountability in relation to safeguarding
- Ultimate responsibility for safeguarding across Uganda Rugby Union
- Ensuring adequate resources are allocated for safeguarding implementation
- Appointing a qualified Safeguarding Lead Officer
- Monitoring quarterly safeguarding reports

9.2 **Safeguarding Lead Officer**

Responsibilities:

- Day-to-day management of safeguarding concerns and incidents
- Updating and gaining approval of this Policy
- Providing safeguarding training and guidance
- Liaising with external agencies, including law enforcement and child protection services
- Maintaining confidential safeguarding records
- Reporting to the Executive Committee quarterly on safeguarding matters

9.3 Safeguarding Case Management Committee

Composition:

- The Integrity/Safeguarding Officer
- The Age Grade Representative on the Uganda Rugby Union Executive Committee
- The Women's Representative of the Uganda Rugby Union Executive Committee
- Legal representative (if different from the Integrity/Safeguarding Officer)
- An independent expert in safeguarding practice

Key Principles:

- Athlete/Victim Centred Approach
- Confidentiality
- Timeliness

Functions:

- **Case Review:** Regularly reviewing individual safeguarding cases to assess risk level, identify potential issues with investigation or response, and ensure proper procedures are followed
- **Decision Making:** Making informed decisions regarding appropriate course of action for each case, including temporary suspensions, interventions, reporting requirements, and potential escalation to relevant authorities
- **Policy Adherence:** Monitoring compliance with established safeguarding policies and procedures, identifying areas for improvement, and recommending updates as needed
- **Training and Awareness:** In partnership with the Training & Education Officer and Chief Executive Officer, providing and promoting training on safeguarding practices

9.4 Uganda Rugby Union Employees, Staff, Volunteers, and National Squad Management

Responsibilities:

- Obligations in accordance with the policy and associated documents
- Apply appropriate recruitment, screening, and employment practices
- Proactively share resources and experiences in developing safeguarding measures
- Advocate and promote children and vulnerable population groups' rights
- Ensure policy implementation and compliance
- Take all appropriate action to keep all people safe from abuse, harassment, neglect, grooming, or exploitation

9.5 Regional Associations and Affiliates

Responsibilities:

- Understand commitments and expectations of this Policy
- Undertake any induction/training anticipated in this framework
- Seek guidance when there is lack of understanding
- Act to keep everyone safe from all forms of abuse, bullying, and exploitation
- Assist in creating and maintaining a safe and inclusive culture
- Promptly inform the Uganda Rugby Union of any safeguarding allegations or sanctions

9.6 All Personnel

Responsibilities:

- Understanding and complying with this Policy and associated procedures
- Attending mandatory safeguarding training
- Reporting safeguarding concerns promptly and appropriately
- Maintaining appropriate boundaries with participants
- Acting as positive role models

9.7 Partners

Responsibilities:

- Abide by and contribute to Uganda Rugby Union's policy and risk assessment requirements in joint ventures and events

9.8 Media

Responsibilities:

- Abide by Uganda Rugby Union's policy and risk assessment requirements when attending tournaments, events, and public media announcements
- Comply with safeguarding media guidelines for players and spectators

9.9 Tournament Teams

Responsibilities:

- Abide by Uganda Rugby Union's policy and risk assessment requirements when attending tournaments, events, and public media announcements

10. Reporting Procedures

10.1 Reporting Methods

For reporting any harassment, abuse, or safeguarding concerns, the Uganda Rugby Union will accept reports in the manner most comfortable for the person submitting the report, including:

1. **By email** to Uganda Rugby Union's reporting email address: [insert reporting email]
2. **In-person** to the designated Integrity Officer
3. **By telephone** to the specific Integrity Officer
4. **By written report** to: [insert URU postal address]

10.2 Immediate Reporting Requirements

Any safeguarding concern must be reported immediately to:

1. **Primary contact:** Safeguarding Lead Officer
2. **Secondary contact:** Deputy Safeguarding Officer or Executive Committee Chair
3. **Emergency situations:** Local police (999) and relevant child protection services

10.3 Information to Include

Regardless of reporting method, the following information would be helpful:

- Name of the person reporting the concern(s)
- Type of misconduct alleged
- Name(s) of the alleged victim(s) or person(s) impacted
- Dates/locations or any other helpful information
- Names of any witnesses to the incidents
- Name(s) of the individual(s) alleged to have committed the misconduct

10.4 Reporting Process

1. **Ensure immediate safety** of the child or vulnerable adult
2. **Document concerns** accurately and objectively
3. **Report immediately** to designated personnel
4. **Maintain confidentiality** on a need-to-know basis
5. **Follow up** to ensure appropriate action is taken

10.5 Confidentiality and Disclosure

To the extent permitted by law, the Uganda Rugby Union will handle any report confidentially and discreetly. Names will not be made public; however, the Uganda Rugby Union may disclose such names on a limited basis when:

- Conducting an investigation
- Reporting to relevant authorities

- Reporting to Rugby Africa and/or World Rugby
- Required to do so under applicable law
- The concerned person gives prior consent
- Disclosure is necessary to protect someone from harm

10.6 Record Keeping

- All safeguarding concerns and incidents will be recorded securely
- Records will be factual, accurate, and comprehensive
- Access to records will be strictly controlled
- Records will be retained in accordance with legal requirements

11. Investigation Procedures

11.1 Case Management Process

The Uganda Rugby Union Executive Committee shall constitute Safeguarding Case Management Committees whose main mandate shall be to oversee and review cases related to potential breaches of this Policy.

11.2 Investigation Principles

- **Victim-centred approach:** Prioritising the needs and wellbeing of victims
- **Trauma-informed practice:** Understanding and responding to the impact of traumatic stress
- **Confidentiality:** Maintaining appropriate confidentiality throughout the process
- **Timeliness:** Ensuring prompt and efficient investigation processes
- **Fairness:** Treating all parties with dignity and respect
- **Independence:** Maintaining objectivity and avoiding conflicts of interest

11.3 Investigation Process

Following receipt of an allegation, the Safeguarding Case Management Committee will:

1. Assess the immediate risk and take appropriate protective measures
2. Determine whether the matter should be referred to external authorities
3. Conduct a thorough and impartial investigation
4. Collect testimonies and evidence to assess if the concern constitutes a breach
5. Make recommendations for appropriate action

12. Disciplinary Procedures

12.1 Outcomes Following Investigation

Where there is no case to answer: The Safeguarding Case Management Committee, through the Integrity/Safeguarding Officer, shall recommend that no further action be taken.

Where criminal conduct is established: The Committee will refer the matter to relevant external authorities through the Safeguarding Officer.

Where there is a case to answer for safeguarding policy violations: If the violation is sufficiently serious to warrant formal disciplinary action but does not meet the criminal conduct threshold, the Committee will issue a Notice of Charge to the Covered Individual.

Where the violation is not sufficiently serious: The Committee may issue the Covered Individual an executive written warning.

12.2 Response to Charges

Acceptance of warning: If the Covered Individual accepts the warning, it will be entered onto their record as if it were a determination by the Disciplinary Committee.

Non-acceptance of warning: If the Covered Individual does not accept the warning, the Committee may issue a Notice of Charge and refer the case to the Disciplinary Committee.

Response to Notice of Charge: The accused Covered Individual may:

- Accept the charge(s) and recommended sanction (case found proven, sanction imposed)
- Not accept the charge or accept the charge but not the sanction (5 days to submit written representation)
- Fail to respond (charge deemed proven, sanction imposed)

13. Measures and Sanctions

13.1 Provisional Measures

Sanctions and measures may include:

Provisional Suspension pending outcome where necessary and proportionate to:

- Manage or prevent risk of harm to any child or adult
- Preserve integrity of any investigation
- Address failure to comply with investigation requests
- Preserve integrity and reputation of URU competitions and rugby
- Reciprocate provisional suspensions imposed by other governing bodies

13.2 Formal Sanctions

Where the Safeguarding Case Management Committee determines a breach has occurred:

- **Criminal conduct:** Referral to external authorities
- **Policy breach not meeting criminal threshold:** Referral to Disciplinary Committee
- **Poor practice not meeting disciplinary threshold:** Discretionary sanctions including apology, training, counselling

13.3 Disciplinary Committee Sanctions

Independent Disciplinary Committees shall impose sanctions in accordance with World Rugby Regulation 18, considering:

- Nature and severity of violations
- Number of violations
- Relevant circumstances (e.g., when victim is a minor)
- Future risk posed by the sanctioned person
- Other factors deemed relevant

14. Appeals

An appeal may be lodged against a decision of the Disciplinary Committee in accordance with World Rugby Regulation 20.

15. Mutual Recognition of Decisions and Information Sharing

15.1 Recognition of Decisions

Subject to the right of appeal, any decision taken by the Uganda Rugby Union pursuant to this Policy must be recognised and implemented by all Regional Associations, Affiliated Clubs, and Rugby Bodies.

15.2 Information Sharing Requirements

- **Uganda Rugby Union** shall promptly inform Rugby Africa and World Rugby of any allegation and/or sanction imposed
- **Regional Associations** shall promptly inform Uganda Rugby Union of any safeguarding allegations or criminal convictions
- **Standard of proof:** Balance of probabilities (rather than beyond reasonable doubt for criminal matters)

16. Training and Education

16.1 Mandatory Training

All Personnel must complete:

- **Foundation safeguarding training** within 30 days of appointment
- **Role-specific training** appropriate to their responsibilities
- **Refresher training** every two years minimum
- **Additional training** as required by role changes or incidents

16.2 Training Content

Training shall cover:

- Understanding of this Policy and procedures
- Recognising signs of abuse and harm
- Appropriate reporting procedures
- Maintaining professional boundaries
- Creating safe environments
- Supporting victims and survivors

16.3 Specialist Training

Enhanced training for:

- Safeguarding Lead Officers
- Senior coaches and officials
- Those working directly with children
- Executive Committee Members and senior administrators

16.4 Educational Materials

Educational materials to assist Covered Individuals in complying with this Policy are available at [insert URU weblink].

17. Risk Assessment and Management

17.1 Risk Assessment Requirements

The Uganda Rugby Union, through its commitment to this policy, aims to ensure all activities are conducted with appropriate safeguarding measures in place.

These measures include:

- Including safeguarding-specific risks in ongoing risk assessment processes
- Activity risk assessments for all Uganda Rugby programmes and events
- Informing children and parents/guardians/caregivers of identified risks and safeguards prior to activities
- Sharing concerns with Affiliated Clubs, Rugby Bodies, Rugby Africa, and World Rugby when required
- Reporting concerns to local government organisations when required

17.2 Implementation Measures

All Personnel are required to undertake comprehensive safeguarding risk assessments for all activities involving children or vulnerable adults, implementing appropriate mitigation measures before activities commence.

18. International Travel and Tours

18.1 Additional Safeguarding Measures

- Enhanced supervision ratios
- Comprehensive risk assessments
- Clear codes of conduct for travel
- Emergency procedures and contacts
- Cultural sensitivity training

18.2 Accommodation Standards

- Separate accommodation for adults and children
- Appropriate supervision arrangements

- Clear room allocation policies
- Regular welfare checks

19. Digital and Online Safety

19.1 Digital Communication

- Clear guidelines for online communication
- Appropriate use of social media
- Protection of personal information
- Reporting of online abuse or harassment

19.2 Photography and Media

- Consent requirements for photography
- Appropriate use and storage of images
- Protection of children's images online
- Media interaction guidelines

20. Support Services and Resources

20.1 Internal Support

- Designated Safeguarding Lead Officer
- Trained safeguarding personnel at all levels
- Employee assistance programmes
- Peer support networks

20.2 External Resources

- Local child protection services
- Police domestic violence units
- Healthcare and mental health services
- Legal support services
- Specialist counselling services

20.3 Victim and Survivor Support

Comprehensive care and support will be made available to victims and survivors, including access to counselling, advocacy, and other appropriate services.

21. Quality Assurance and Continuous Improvement

21.1 Monitoring Framework

- Monthly safeguarding statistics review
- Quarterly Executive Committee reporting
- Annual independent safeguarding audit
- Continuous feedback from stakeholders

21.2 Key Performance Indicators

- Percentage of Personnel completing mandatory training
- Number and resolution time of safeguarding reports
- Stakeholder satisfaction with safeguarding processes
- Compliance with external safeguarding standards

21.3 Learning and Development

- Case study analysis and learning
- Best practice sharing
- Research and innovation
- International collaboration

22. Partnership Standards

All organisations engaged in formal partnerships with Uganda Rugby Union are expected to demonstrate compliance with equivalent safeguarding standards and requirements.

23. Conclusion

The Uganda Rugby Union demonstrates unwavering commitment to creating and maintaining a safe, inclusive, and positive environment where rugby can be enjoyed by all. This Comprehensive Safeguarding Policy represents our resolute commitment to protecting children and vulnerable adults whilst promoting the values and spirit of rugby.

All Personnel are expected to embrace this Policy wholeheartedly, contribute to its successful implementation, and play their part in making rugby safe for everyone in Uganda. Through collective commitment to these principles and procedures, we shall ensure that rugby remains a sport where everyone can participate safely, develop their potential, and experience the joy of our magnificent game.

Policy Adoption

Adopted by:

Date:

Signature of Executive Committee Chair:

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Print Name:

Next Review Date:

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