



Kent Society of Rugby Football Union Referees (KSRFUR)



Policy for the Appointment and Coaching / Advising Of Young Match Officials (YMO) under the age Of 18 (U18YMO)

This policy is to be read in conjunction with the KSRFUR Safeguarding Policy, RFU Safeguarding Children Policy, RFU Regulation 15 and RFU Regulation 21.

Note should an U18 YMO be appointed to Federation Games (normally Level 8 or above) the same protocols shall apply with the Fed Appointment Officer following the same rules. Should a U18YMO be appointed to a Group Level Appointment. The same protocols will be followed by the Kent Society.

Appointments

KSRFUR will use its reasonable endeavours to ensure that referees in the perceived high priority group will have submitted a DBS Application by 31st December each season.

1. An U18YMO will only be appointed to senior games whether in Kent or at a higher Level if they have been assessed as capable by the KSRFUR Grading Committee following recommendation by the Head of the Junior Development Squad (JDS) and/or suitably qualified MOD personnel. This assessment will be subject to continuous review until the YMO is 18.
2. KSRFUR Appointments Officers will ensure any U18YMO appointed to senior rugby will be supported by a member of the KSRFUR MOD Team who will reinforce any obligations on players and coaches to ensure the welfare and safety of the U18YMO
3. An U18YMO can be appointed as an Assistant Referee to a senior game once they have been graded at level 13 or above or by specific approval of the JDS/Appointments Officer. In the event of injury, they will not be able to take over as the Principle Referee.
4. The Appointments Officer will be made aware and records kept of U18YMOs graded at 13 for the purposes of Assistant Refereeing at senior games.
5. When an U18YMO is appointed to a senior game both clubs are made aware that the Official is under 18, and therefore subject to the Club and Society Safeguarding Policies, specifically in respect to;
 - That children and adults must not share changing facilities
 - The obligations of those on the pitch to ensure the child's welfare and safety
 - In the rare event where an U18 is appointed outside the county, confirmation must be received by email that the receiving club has the appropriate safeguards in place.
6. All KSRFUR U18YMO's are required to provide the e-mail address and mobile telephone for a Designated Adult and this is available to the Society Appointing Officers on WTR. Wherever practicable all communications should be directed through the Designated Adult (DA). This should not disqualify mentors and coaches from having a telephone conversation with the referee, provided DA permission has been granted.
7. All match related correspondence between KSRFUR officers and the U18YMO must be copied to the Designated Adult, including any appointment or match related e-mail.

8. Unless KSRFUR has sight of a current DBS certificate issued by the RFU, members joining the Society will not be appointed to U18 games until a certificate is seen. Such members will be given priority in the application hierarchy.
9. YMOs between the age of 16 and 18 will also need a DBS certificate. Existing referees in this category will be a lower priority than the above, provided they remain below the 3 games per month threshold.

Post-Match Review

1. Until 31st December 2020, if an Assessor, Coach or Mentor has regular contact with an U18YMO (more than 3 times per month) they will be DBS Checked. Thereafter all must have applied for DBS certification.
2. Assessors, Coaches and Mentors for U18YMO's are made aware of the KSRFUR Safeguarding Policy and Protocol.
3. Videos of games may only be taken with the express permission of both sides, preferably in writing. In addition, videoing of an U18YMO can only be carried out with the permission of the Designated Adult.
4. When dealing with U18YMO's Assessors, Coaches and Mentors must abide by the following conditions;
 - Not go into the changing room with the U18YMO
 - Conduct and brief/debrief in a public, but quiet area - rather than alone in the committee room
 - Be sensitive to the referee's level of maturity and experience
 - Focus on the positive and constructive
 - Do not give young referees unaccompanied lifts to or from matches but see Appendix 1 below

Any Breaches or concerns should be reported to the Society Safeguarding Officer, currently Adam Hollins
adamhollins13@gmail.com : 07917034628

Or Nick Wickham, Chairman@kentrefs.co.uk if s/he is either involved or unavailable. 07766 651071

Adam Hollins

Appendix 1 – Giving Lifts to U18 YMOs

This applies to those holding a current DBS,

It is not acceptable to leave an U18 YMO stranded at a clubhouse.

Having exhausted other options, a lift can be given as follows:

- Inform a 3rd party what is happening, ideally the Designated Ault.
- Let someone at the club know and get a name and contact details.
- Sit the referee in the back of the car on the passenger side.
- Drive safely

There is no protocol for 2 seater cars.