

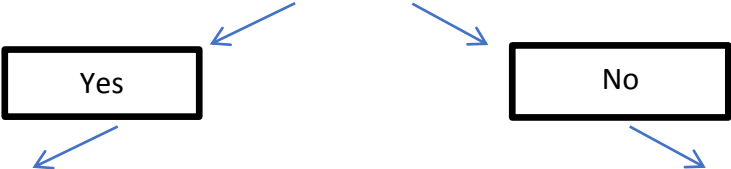


RESPONDING TO A CONCERN

Concern(s) raised by individual(s) about Age-Grade Players or those working with Age-Grade Players must be passed on to Club Welfare Officer / Branch Welfare Officer (Provincial Spirit of Rugby Officer)

Club Welfare Officer receives concern and works with Branch Welfare Officer to complete '[Incident Report Form](#)'

National Safeguarding Officer implements Case Management Process to decide if.....*there are 'reasonable grounds for concern', as per statutory reporting guidelines?*
<https://www.tusla.ie/children-first/parents-and-guardians/how-do-i-report-a-concern-about-a-child/>
and Cooperating to Safeguard Children and Young People NI



Report to Statutory Authorities PSNI /HSS Trust(s) (NI) and An Garda Síochána & Tusla Child and Family Agency (Ireland)

Report to National Safeguarding Officer / **Mandated Person in IRFU**

<http://www.irishrugby.ie/playingthegame/development/safeguarding/concerns.php>

IRFU case management panel will assess 'incident form' and

- 1 Carry out case management process as outlined below
- or
- 2 Revert to clubs to implement the Safeguarding Disciplinary Process in their club

<http://www.irishrugby.ie/playingthegame/development/safeguarding/concerns.php>



ALL concerns should be referred to the Spirit of Rugby Officer (Branch Welfare Officer)

If there is suspected abuse?

- Consult the Club Welfare Officer and/ Branch Welfare Officer who will advise if 'Reasonable Grounds for Concern' apply and/or what route your concern should take
- IRFU may contact Tusla Child & Family Agency (CFA) or An Garda Síochána and ask for an "informal consultancy" or consult with the Child Protection in Sport Unit (NSPCC) in Northern Ireland for further advice
- When reporting to Statutory Authorities follow the statutory reporting process as per guidance and legislation through the Club Welfare Officer and National Safeguarding Officer
- Cooperate with Statutory Authorities investigations
- On completion of Statutory Authorities investigations IRFU may initiate the safeguarding disciplinary process
- IRFU will advise and assist on procedures regarding media and general enquiries
- A coach/volunteer against whom an allegation of abuse has been made will be informed by the CWO that this is not an accusation and that the procedures being undertaken are in accordance with Statutory guidelines.

If the concern does not meet thresholds for Statutory Authority reporting:

- The IRFU Case Management process will be implemented
- Complete Irish Rugby's case management '[Incident Reporting Form](#)' and submit to National Safeguarding Officer (Mandated Person)
- Case Management Panel will inform club/organisation of the process
- Club Welfare Officer will in some cases deal with the concern using a safeguarding disciplinary panel to decide if codes of conduct have been breached
- National Welfare Officer will deal with issues between clubs and inform Branch and Clubs of the concern(s) and action taken where appropriate.

Please note: Should you not be happy with the initial outcome of the process you may refer this issue to the National Safeguarding Officer.