



COMMUNITY RUGBY

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Cumbria County Welfare Managers

Dear Colleague

I am writing on behalf of Cumbria Rugby Union in order to explain the 'New' system which we have in place regarding Welfare Managers for the County. Due to geographical constraints it had been difficult to service the needs of the County with only one County Welfare Manager so we have received special dispensation from the RFU to have 3 Welfare Managers covering the County.

The CB Welfare Managers (CBWM) are also the current Area Representatives;

- **Geoff Jackson – 01228 591363** – Carlisle, Creighton, Egremont, Greengarth, Moresby, St Benedict's, Whitehaven & Workington.
- **John Heyworth – 07768 947111** – Aspatria, Cockermouth, Keswick, Netherhall, Penrith, Silloth & Wigton.
- **Trevor Braithwaite – 017683 71074** – Ambleside, Furness, Hawcoat Park, Kendal, Kirkby Lonsdale, Millom, Windermere & Upper Eden.

These gentlemen are currently undergoing training from the RFU in order to fulfil the requirements of the role of the CBWM listed below;

TERMS OF REFERENCE FOR CONSTITUENT BODY (CB) WELFARE MANAGER

1. Support clubs to produce a Child Protection Policy through Club Welfare Officers (CWO's).
2. Monitor 10% of clubs to ensure implementation of Child Protection Policies within the CB.
3. In consultation with RFU Child Protection Officer advise on the management of all reported cases (in line with RFU/RFUW procedures) and ensure that all cases are reported to RFU/RFUW.
4. In consultation with RFU Child Protection Officer plan the implementation of CRB disclosure within the CB.
5. Monitor the effectiveness of club's Child Protection Policies.
6. Establish contact with Social Services and local Safeguarding Children's Boards.
7. Have a formal role on relevant committees within the CB.
8. Monitor the implementation and effectiveness of training plans within the CB.



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As you can see the Welfare Managers have a wide remit and a large responsibility in terms of the development of new policies and procedures within Cumbria.

During the current transitional period where Sue Scott (ex CBWM) has passed over control to the three new CBWM's, we ask you to bear with us while the individuals receive relevant training in order to support the programme across Cumbria.

I am requesting that you give your full support to the CBWM's as we move into the new process whereby we should be able to offer a more focussed support mechanism from the County on a fairly local basis. As a consequence of these changes we are offering a comprehensive programme to support this important issue of Child Protection & Welfare with courses on the following;

- Safeguarding of Young People in Rugby Union
- NSPCC 'A time to listen' Course for CB Welfare Managers
- Welfare Officer Training for Club Welfare Officers

Please keep your eyes peeled on Club Notice Boards and Email Send outs for information on the respective courses. There will also be information appearing on the following websites regarding these;

- www.cumbriarfu.co.uk
- Facebook – Cumbria Rugby-Union

If you have any welfare issues at your club please contact your Club Welfare Officer in the first instance if this is not possible please call one of the gentlemen above. **Please could you confirm your current Club Welfare Officer to Andrea Finley – rfu@lakescollegewestcumbria.ac.uk or 01946 839316 as soon as possible.**

Thank you for your anticipated cooperation during this time and if you have any questions or queries in the meantime please do not hesitate to get in touch with your local CBWM or indeed myself on the addresses or numbers at the head of this letter.

Many Thanks

Liam

Liam Nicholls
RFU Rugby Development Officer - Cumbria