

WELLBEING

STRATEGY

- **Welfare Officer (WO)**
- **Child Protection Officer (CPO)**
- **Medical Emergency Action Plan (MEAP)**
- **Injury Prevention**
- **Identifying Injuries**
- **Attending to Injuries**
- **Injury reporting**
- **Recovery**
- **Prime Physio**
- **Women & Girls**
- **Mental Health**
- **Diversity & Inclusion**
- **Neurodivergency**
- **Health & Safety**

Much of the information in this document has been taken directly from Scottish Rugby eLearning modules and links are provided.

THESE MODULES MUST BE COMPLETED IN ORDER TO PROVIDE ANY LEVEL OF CARE.

This document is to enable you to provide the care you have learnt through the modules.



WELFARE

ANDY JONES

My name is **Andy Jones** and I'm delighted to have recently been appointed as the **clubs Welfare Officer**. This is a new role within the club and as such I will be **responsible for the continued development and implementation of the club welfare strategy**.

I don't see welfare as a stand alone position and as such I will be keen to link in and support the Clubs Child Protection Officer (CPO), Club Development Officer (DO), Club House Manager, Medical Staff, Players, Coaches and Committee amongst others.

I have been involved with the club for over 20 years from playing, coaching and administration and I am now **keen to assist the club to continue to strive to be as inclusive, safe and welcoming to all**. To that end I hope to use the knowledge and experience of my previous and current employment, married to my knowledge of the club to drive all areas of welfare to the benefit of both the club and its members.

Contact Details

Email **andyjones_4354@hotmail.com**

Phone **0759 9121747**



CHILD PROTECTION

DONALD URQUHART

My name is **Donald Urquhart** and I am the **Club's Child Protection Officer (CPO)**. It is my responsibility to assist the Management Committee and the Youth Section to **make Currie Rugby Club (Currie Chieftains) a safe place for everyone but, in particular, for those who are vulnerable.** I work in the field of child and adult protection in my day job so I have a depth of knowledge and experience in protecting vulnerable people and ensuring compliance with the various legal requirements that relate to protecting the vulnerable. This provides me with a very useful background to be the Club's CPO.

All coaches and others involved in 'regulated work' for Currie Rugby Club (Currie Chieftains) are required to be members of the Protecting Vulnerable Groups (PVG)

Scheme under the Protecting Vulnerable Groups (Scotland) Act 2007 and it is **my responsibility, to ensure that this is complied with in all cases without exception.**

In addition, I provide advice and guidance to the coaches on dealing with children and young people safely to ensure that everyone is participating in a safe and supportive environment.



CHILD PROTECTION

DONALD URQUHART

However, it is important to remember that **everyone in the Club** (not just the coaches) **are responsible** for protecting children, young people & the vulnerable.

Together, the Management Committee, the Youth Section, the coaches and supporters and, of course, parents and carers, will enable children, young people and other vulnerable people to enjoy participating, spectating and supporting rugby at Currie in safety.

donald.g.urquhart@gmail.com

Currie Chieftains Child Protection Policy can be found, [here.](#)



MEDICAL EMERGENCY ACTION PLAN (MEAP)

PRE MATCH INFO.

**Currie Chieftains play their home matches and train at
Currie RFC.**

**The full postal address for our Clubhouse is:
Mallen Park, Balerno, Midlothian EH14 7AF.**

**The Clubhouse can also be found using What3words:
[initiated.goofy.occur](https://www.what3words.com/initiated-goofy-occur)**

**AED (Heart Start device) is located in BREAKOUT Club, it
will be pitchside for 1st XV matches.**

**Games are played on one of 3 grass pitches (Main pitch
(1), seconds pitch (2) and Santerfield (3)) marked on map
below. There is also a 3G Astro pitch for training (4).**



MEAP

MATCH DAY ROLES

Medical Team Lead/Emergency Lead/First Aid Lead

Responsible for care of injured players. Takes charge. Decides on need for further medical care and if ambulance is required.

Coordinates other first aiders as required. Gives clear instruction to matchday manager on what information is to be communicated to ambulance service. Post-game identifies any replacement first aid supplies required and communicates to responsible individual. Ensures all kit is fit for use and in date pre-match.

Match Day Manager/Emergency Call Person

Responsibility for calling ambulance and communicating with clubhouse manager that an ambulance has been called.

Also responsible for managing bystanders and contacting NOK or parent/guardian or family as soon as feasible.

If no ambulance is required but player is requiring hospital care this person will identify who is responsible for arranging ongoing transport and a chaperone if required. (Emergency Assist)

Responsible for ensuring SCRUMS report is submitted by an identified person.



MEAP

MATCH DAY ROLES

Clubhouse Manager

When informed an ambulance has been called, will ensure that ambulance access is clear and will greet and guide. They must also be informed if a friend or parent requires to move a car closer to a pitch to extricate a player as they will also coordinate access in this instance. Any injuries which require hospital or GP care afterwards should be communicated to the Clubhouse Manager so we can cross check that all our injuries have been logged on SCRUMs and that we can follow up as a club and offer support as appropriate.



MEAP

MATCHDAY

MATCHDAY MEDICAL EMERGENCY ACTION PLAN -HOME MATCH

Below is an example of the Pre Match Discussion which should occur to agree roles on the day.

Date: 4th February

GAME: Chieftains V Marr

Pitch: 1

MEDICAL TEAM/IMMEDIATE CARE TEAM/FIRSTAIDERS:

Ewan Hamilton (Doctor)

Sarah Chambers (Physio)

EMERGENCY LEAD: Ewan Hamilton

MATCHDAY MANAGER: Alastair Hamilton (Hammy)

CLUBHOUSE MANAGER: Donna Collins

EMERGENCY ASSIST PERSON: Cameron Bogle



MEAP

PITCHSIDE BAGS

Checklist

- Disposable gloves (various sizes if shared bag)
- Sanitary disposal bags / biohazard bags.
- Hand sanitiser
- Gauze swabs
- Saline solution in pods or wash bottle
- Plasters (various sizes) and wound dressings (nonadherent)
- Blister plasters & various sizes of plaster
- Steristrips/paper stiches
- Wound pad
- Triangular bandage
- Tape and bandages
- Aluminium Splint
- Freezer bags (for ice)
- Foil blanket
- Antiseptic cream
- Period products in various absorbencies and types
- Vaseline, lanolin ointment
- Nail file, safety pins, hair bobbles, grips & bands
- Lip balm, deodorant, antiseptic wipes
- Microporous tape
- Spare Underwear



MEAP

EMERGENCY KIT

Available Emergency Kit on Match days:

Resus Bag including ABC Kit and drugs, Spinal Extrication devices (split, basket and mattress), Splints (vacuum and box) Crutches, moonboot. Pentrox, Entonox and O2 available. AED. Stitching equipment

This will be situated:

In front of the stand and halfway line. Stitching equipment in medical container by home team technical area.



MEAP

NEAREST HOSPITALS

Nearest Hospitals:

St John's Hospital
Howden Road West
Livingston
EH54 6PP
Tel 01506 523000

A+E and minor injuries. Adults and Children
Regional Centre for Plastics, Maxillofacial and Burns.
No Major Trauma or Spinal Injuries.

Royal Infirmary of Edinburgh
51 Little France Cres
Edinburgh
EH16 4SA
Tel 0131 536 1000

A+E Minor Injuries, Adults and Children over 16
Major Trauma and Spinal Injuries.



MEAP

NEAREST HOSPITALS

Royal Hospital for Children and Young People

50 Little France Cres Edinburgh

EH16 4TJ

Tel 0131 536 1000

All Children under 16 A+E and Major injuries.

Western General Hospital Minor Injuries Unit

Crewe Road South

Edinburgh

EH4 2XU

Tel 0131 537 3481

8am to 8:30pm only

Minor Injuries only.



MEAP

USEFUL CONTACTS

Donna Collins, Clubhouse Manager 07907682943

**Clubhouse – 0131 449 2432 –
clubhouse@curriechieftains.org**

Sean Scott, Director of Rugby, 07878356606

**Andrew Watson, Club Secretary/Director,
docwat@talk21.com**

**Scott Gammie, Head of Youth Rugby -
midis@curriechieftains.org**

**Kennedy Miller, Head of Mini Rugby -
minis@curriechieftains.org**



INJURY PREVENTION

ACTIVATE

WORLD RUGBY

Injuries have a serious impact on both physical and mental health when they are unable to take part in a team sport for a significant period of time. When they are unable to take part in a team sport for a significant period of time.

ACL injuries requiring surgery in children are up 29 fold since the 1990's with women & girls are more susceptible to these injuries (Women 6 times more at risk in football).

Warm ups are an essential part of any session to give players the best chance of not being injured.

The World Rugby ACTIVATE and PREPARATION FOR CONTACT are great documents to incorporate parts of them into sessions.



IDENTIFYING INJURIES

ALL

For any injury, a player **MUST NOT BE LEFT UNATTENDED UNDER ANY CIRCUMSTANCES.**

This is in case a player's condition begins to worsen after the initial incident.

Ideally, at all sessions and games, there should be an identifiable first aider & multiple coaches that can be used to both provide care and allow the session to continue.

If the above is not available due to availability, etc., then the injured players' **HEALTH TAKES PRIORITY OVER THE SESSION.**



ATTENDING INJURIES

CONCUSSION

RugbyRight: Concussion Education Module

https://rise.articulate.com/share/lfr3LuZmFE0lqWuuHuQ2qYpezoyvoCm2#

IF IN DOUBT, SIT THEM OUT.

A concussion is a traumatic brain injury.

Any player where there is any suspicion of a concussive episode or has had an impact with the potential to cause concussion **MUST BE REMOVED FROM PLAY IMMEDIATELY AND CANNOT RETURN THE SAME DAY.**

USEFUL INFORMATION TO RECORD:

- * Mechanism of Injury (**Whiplash**)
- * Signs of concussion immediately after a possible concussive impact (**Loss of balance**)
- * Players symptoms & when these occur after the incident (**Feeling sick, delayed day after**)



ATTENDING INJURIES

NECK & SPINAL

FIRST RESPONDER COURSE

If a neck injury is suspected, the **player should not be moved** and **should be reassured** and **kept still and warm** on the pitch.

Gently **support the head and neck**, and **call 999** for skilled help.

Do not take your hands off unless it is clear from what the player tells you that there is no neck injury or skilled help arrives to take over.

If the player tries to move, try and reassure them; however if they are confused or become combative, do not hold them down against their will, as this may make any neck injury worse.

Stay with them in this instance if you can.



ATTENDING INJURIES

DISLOCATIONS

FIRST RESPONDER COURSE

Speak calmly to the player. Dislocations need prompt medical attention, so call 111 or 999 for emergency help.

Don't try and put the joint back in; this will be very painful and can cause more damage to the joint, especially if there is also a broken bone. Support the limb if you can using a players shirt, a sling or a splint if possible. Supporting the limb helps with the pain. Applying an ice pack may help reduce the pain, but never place ice directly on the skin.



ATTENDING INJURIES

COMMON INJURIES

FIRST RESPONDER COURSE

CUTS & GRAZES

Stop any bleeding by applying direct pressure using a dressing, a towel, or clothing. When the bleeding has stopped, wash out the wound with clean water or use antiseptic wipes for a graze. Pat dry and cover with a plaster or adhesive dressing. Seek medical advice if the bleeding won't stop, the cut is very dirty and you cannot clean it, there is glass or something else in the wound, the cut is very deep, the cut has ragged edges, or is over a joint. If the player doesn't know if they have been immunised against tetanus, they should also seek medical advice.

STRAINS & SPRAINS

Injuries to muscles (sprains) and joint ligaments (sprains) are common injuries in rugby. They are managed by stopping playing to prevent further injury, elevating the affected part if possible, or using a splint or sling if appropriate to help with comfort. Applying ice for up to 20 minutes can help with pain (don't apply it directly to the skin). Seek medical advice if there is concern about pain or tenderness, the player cannot walk, or complains that a joint is stiff or difficult to move.



ATTENDING INJURIES

COMMON INJURIES

FIRST RESPONDER COURSE

NOSEBLEEDS

Nosebleeds can look very dramatic but will usually stop with some simple pitchside care. Sit the player down and get them to lean forward. Pinch the soft part of the nose just below the bony part. Pinch firmly for 10 minutes and get the player to breathe through the mouth and spit any blood into a tissue rather than swallow. If it isn't stopping, try placing an ice pack on the back of the neck or bridge of the nose. Call 111 for advice if the nose is still bleeding after 20 minutes, the bleeding is very heavy, or the player is spitting out large clots of blood, or if there is suspicion of a broken nose or other facial injury.



INJURY REPORTING

WHAT TO DO

If one of the following injuries occurs, you should contact the head of your section to carry out a serious injury report on SCRUMS:

- **ALL concussions**
- **A catastrophic injury**
- **An injury requiring referral for further care, e.g., to a hospital for further treatment or investigation, to GP/A&E for ongoing management**
- **Injuries that are treated internally by a club or school medical staff member**

WHY?

Scottish Rugby collects data via the SCRUMS injury reporting tool for two reasons:

- **Notification and identification of an injured player that may benefit from support via the Scottish Rugby Union Murrayfield Injured Player Foundation or through our Aon insurance policy. This process cannot commence without the injury report being submitted.**



RECOVERY

NUTRITION

REHYDRATE



FLUIDS



REFUEL



CARBS



REBUILD



PROTEIN



SUPERCHARGE YOUR RECOVERY

ANTIOXIDANTS



OMEGA-3



RECOVERY

POST GAME

COOL DOWN

Calf Stretch
Hamstring Stretch
Hip Flexor Stretch
Front & Back Crucifix
Happy Cat /Angry Cat

An even better cool-down would be to complete a 10-15 minute Yoga Flow; which can be found, [here](#).

SHOWER/BATH

- Ensure any open cuts or wounds are properly cleaned to avoid infection
- Intermittent Cold Showers or Ice baths. How cold is up to you, but the benefits of this include reducing the intensity of Delayed Onset Muscle Soreness (DOMS) and increasing blood flow to muscles to remove lactic acid.
- Epsom Salts in a hot bath can be beneficial for reducing muscle soreness and releasing stress.



RECOVERY

POST GAME

REST

- The last thing to do is just **REST**. It's a long day, and you've endured both **PHYSICAL** and **MENTAL stress** over a prolonged period of time.
- Find your best way to relax. This could be a short walk outside, visiting family, or just meeting up with friends. Try to avoid long periods of screen time, especially before going to bed.
- Aim for **7-9 hours of 'deep sleep'**.



PRIME SPORTS

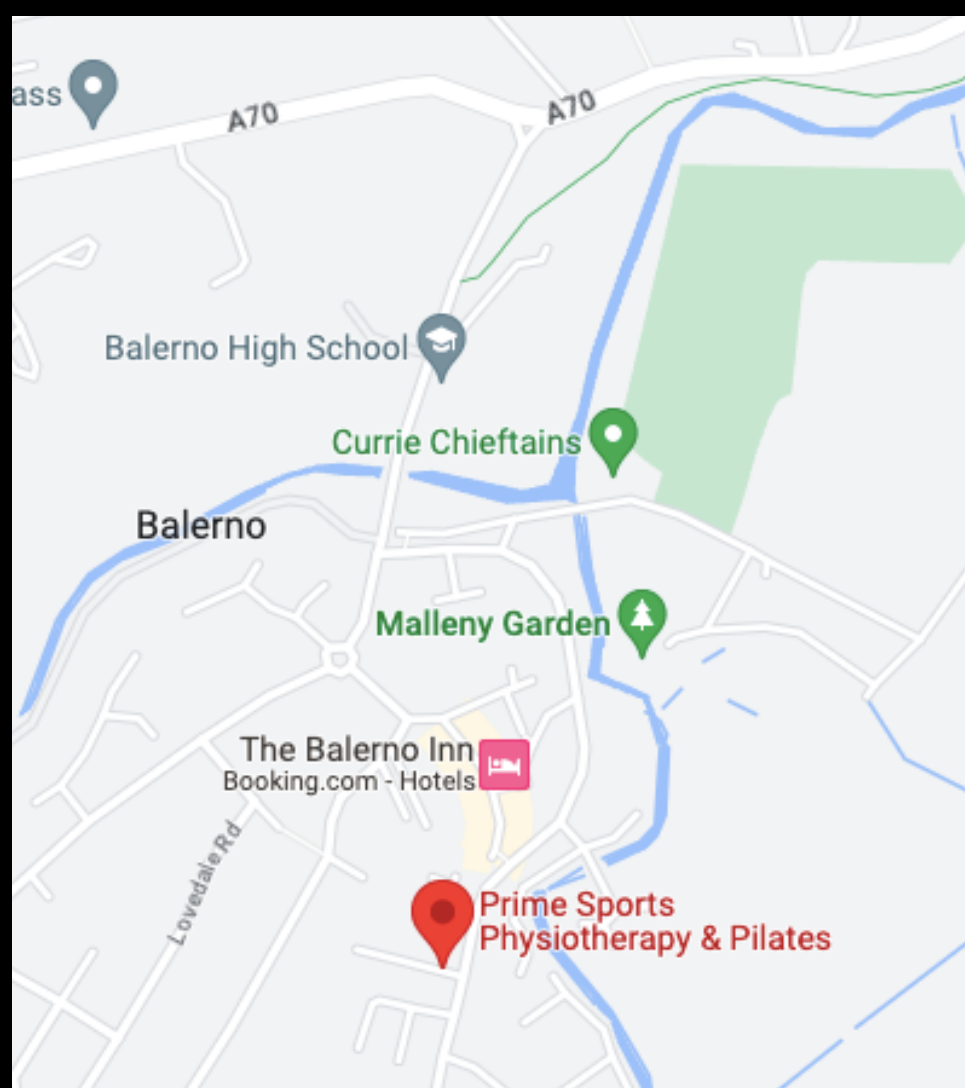
PHYSIOTHERAPY

Players in the Youth & Mini sections have access to **discounted sessions** at **Prime Sports Physiotherapy** in Balerno.

All you have to do is head to the Prime Physio website [here](#) and select the appropriate Currie Chieftains package.

When attending the session, please **bring your player membership card**.

Medical information will only be discussed between the Player and Parent/Guardian. It is therefore the responsibility of the player & parent/guardian to follow the guidance provided by physios.



**46a Bavelaw Rd,
Balerno, Edinburgh
EH14 7AE**



WOMEN & GIRLS

WOMEN & GIRLS

Sports Bras

It is really important that women & girls wear appropriately sized sports bras when participating in training or matches.

Click the link [here](#) for the sports bra fitting guide.

Menstrual Health

[Here](#) is a guide on Menstrual Health for players, coaches, & support staff. We must ensure that all members dealing with women & girls are well educated about menstrual health in order to reassure & give advice.

Menopause Health

[Here](#) is a guide that provides information on what Menopause can look like for an individual and what to think about within an athletes training to support them.



WOMEN & GIRLS

WOMEN & GIRLS

Changing Facilities

Currently, women's & girls changing rooms are located in the outside block, where there is a changing area, an isolated shower and toilets.

The female bag for training & playing will be stored here as well as period products in the bathroom.

There are plans for future expansion of the changing rooms to provide a bigger changing area for women & girls as the playing numbers are now increasing.



MIND TO MIND

MENTAL HEALTH

Currie Chieftains recognise that many people are currently facing tough times and this will include Club Members.

As a club, we are therefore proud to announce a new partnership with the Scottish Government's mental health campaign Mind to Mind, an initiative encouraging individuals to look after their mental well-being.

Hosted on NHS Inform, the website has over 30 short videos featuring people sharing their challenges with their mental well-being, covering a wide range of topics, including stress management, addressing financial worries, managing panic and anxiety, elevating mood, and navigating grief.

These stories aim to help others who may be experiencing similar events. The contributors offer some practical advice drawn from their own lived experiences and additionally, the website provides clear signposts to direct individuals towards further help and support.

If you are finding things difficult, it's important to remember support is available.

"The club is delighted to support 'Mind to Mind' and encourages members to find out how best to take care of their mental well-being", Club Welfare Officer Andy Jones added.

Please visit their website, [here](#), and listen from those who have experienced their challenges."

Cheers
Andy



DIVERSITY & INCLUSION

PLAN

There is an **expectation of all members to be accepting & inclusive of all** those who wish to be part of Currie Chieftains, **regardless of race, ethnicity, age, gender, religion, sexual orientation, or disability.**

Currie Chieftains will fully adopt **Show Racism the Red Card**, who are a partner of Scottish Rugby.

There will be a Diversity & Inclusion Plan created. The purpose of this plan is to outline how the club will better expand to provide people with the opportunity to participate in or be associated with Currie Chieftains.

The plan will be based on Scottish Rugby's newest Inclusion & Diversity Approach for 2024-2028. The 2021-2024 approach for information can be found, [here](#).



INCLUSION

NEURODIVERGENCE

What does neurodivergent mean?

Differing in mental or neurological function from what is considered typical or normal (frequently used with reference to autistic spectrum disorders).

How can we, as coaches, better help neurodivergent players feel included in sport?

- Ensure the environment is warm & welcoming for both Players & parents.
- Understanding that every child will have individual needs, so get to know them & connect personally.
- Connect with the parents, as they will have a great understanding of how to best communicate with their child.
- Realise that neurodivergent players can bring assets to teams such as enthusiasm, being very energetic, loyalty, & perseverance.
- Organising training sessions in advance with the use of a session plan.
- Use very short and direct explanations of tasks.
- Be very clear on rules of the games in the session.



NEURODIVERGENT

NEURODIVERGENCE

How can we, as coaches, better help neurodivergent players feel included in sport? (Cont.)

- **Admit mistakes when refereeing games & say you will do your best to look for the infringement.**
- **Knowing why you are doing a particular task is sometimes useful for players to engage.**
- **Have a variety of tasks in a session to increase engagement.**

Find out more with the following resources below:

[Ten Top Tips for Sports Coaches](#)
[Coaching Athletes on the Autism Spectrum](#)



HEALTH & SAFETY

POLICY STATEMENT

Currie RFC Ltd is fully committed to ensuring the health, safety and wellbeing of all members, staff, players, coaches, volunteers and spectators who may be affected by our activities so far as is reasonably practicable.

To achieve excellence in our business practices we will comply with the Health and Safety at Work etc. Act 1974 and any other related legislation.

Currie RFC Ltd seeks your support in improving our health and safety culture, therefore this policy promotes open communication and actively encourages suggestions that could lead to improvements in safety, health and wellbeing within the club. Together we will provide as far as reasonably practicable, a safe environment, promoting a positive safety culture.

Currie RFC is committed to ensuring that there are effective procedures for consultation on safety, health and wellbeing with employees and will appoint a competent person(s) or seek assistance from persons internally or externally to provide specialist advice on health and safety matters when required.



HEALTH & SAFETY

POLICY STATEMENT

The club Board of Directors, Management Committee and Rugby Board will be responsible and accountable for visible and proactive leadership in implementing this policy. Everyone in the club has a critical role to play through active leadership in developing and complying with systems introduced to keep them safe. The responsibility for health and safety is a joint one. Currie RFC Ltd will regularly review its Health and Safety policy and react to any Health and Safety issues which may arise.

Currie RFC Ltd is not certifying that every aspect impacting Health and Safety has been concluded or that every responsibility has been fully discharged. The purpose is to acknowledge that, as a club, both this work stream and its statutory responsibility are taken seriously and are addressed in a methodical and auditable manner.

Attached is the Health and Safety Document which is kept in the H&S File in the bar office.



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HEALTH & SAFETY

POLICY STATEMENT

Statement of General Policy	Responsibility	Action/Arrangements
Prevent accidents and cases of work related ill health by managing the health and safety risks in the workplace.	Susan Lee/Donna Collins	Relevant risk assessments undertaken and actions arising from those assessments taken. Assessments re-assessed in cases of changes in working practice or circumstances.
Provide clear instructions and information and ensure that employees are capable of doing their job.	Donna Collins	Staff given necessary induction to club standard operating procedures and to the operation of relevant equipment and procedures. Procedures for sole working and for dealing with emergency occurrences are in place.
Implement large scale emergency procedures, such as evacuation due to fire or incident.	Donna Collins	Staff informally consulted on relevant matters as they are identified. Formal staff meetings to consider all operational matters held regularly. These meetings are used to consider general health & safety matters, where appropriate.
Implement large scale emergency procedures such as evacuation due to fire or incident.	Donna Collins or Clubhouse Assistant on Duty at time of the incident.	Escape routes are signed and kept clear at all times. Evacuation plans and procedures are instructed and in place.
Maintain safe and healthy working conditions and maintain or ensure maintenance of plant and machinery either directly or through contractors.	Donna Collins/Susan Lee	Toilets, washing facilities and drinking water are provided. Systems are in place for the routine testing and maintenance of equipment and machinery. Prompt action is taken to remove, replace or repair equipment and machinery that is faulty.