

**Code of Conduct** – We as a Club have a comprehensive Code of Conduct policy that encompasses all elements of the Club. This is quite exhaustive, but Gives everybody the chance to conform to the various codes they may be applicable to them.

#### **Players' Code of Conduct:**

- Do your best and participate for the “Fun of it”, not just to please your parents or coach.
- Play to the laws of the game. (Play and tackle hard but always fairly).
- Accept all the referee’s decisions, without question or argument.
- Play with control; do not lose your temper. - You and your team will benefit.
- Treat all players and opponents with respect and as you would like to be treated. Do not interfere with, bully or take unfair advantage of any player.
- Be a good sport, (win with humility and lose with dignity). At the end of a match thank your opponents and the referee.
- Recognise good play and applaud it, whether by your team or by the opposition.
- Remember as well as enjoyment the aims of the game are to improve your skills and to feel good. Allow your coach to help you achieve both by listening carefully. (Remember they are just volunteers trying to have fun too).
- Co-operate with your coach, referee, teammates and opponents, for without them you do not have a game.
- Work equally hard for yourself and your teammates, your team’s performance will benefit your own.
- Remember you are representing yourself, your team, the club, and the Game of Rugby.

#### **Coaches' Code of Conduct**

- All rugby coaches must respect the rights, dignity and worth of every young person with whom they work with and treat them equally within the context of Rugby Union.
- All rugby coaches must place the physical and emotional wellbeing of all young players above all other considerations, including the development of performance.
- The relationship that a rugby coach develops with the players with whom they work must be based on mutual trust and respect.
- All rugby coaches must ensure that all activities undertaken are appropriate to the age, maturity, experience and ability of the young players.
- All rugby coaches must encourage young players to accept responsibility for their own behaviour and performance.
- All rugby coaches should clarify with the young players (and their parents/carers) what is expected of them both on and off the rugby field and also what they are entitled to expect from the coach
- All rugby coaches should work in partnership with others within the game (officials, doctors, physiotherapists, sports scientists) to ensure the wellbeing, safety and enjoyment of all young players

- All rugby coaches must promote the positive aspects of the sport for example Fair Play. Violations of the Laws of the Game, behaviour contrary to the spirit of the Laws of the Game or relevant regulations or the use of prohibited techniques or substances must never be condoned

#### **Volunteers' Code of Conduct:**

- Volunteers must respect the rights, dignity and worth of every player and treat everyone equally within the context of our sport.
- Volunteers must place the well-being and safety of the player above the development of performance. They should follow all guidelines laid down by Rugby Football Union and be registered on the Aldershot and Fleet coaches' database.
- Volunteers must develop an appropriate working relationship with players based on mutual trust and respect. Volunteers must not exert any undue influence to gain any personal benefit or reward.
- Volunteers must encourage and guide players to accept responsibility for their own behaviour and performance.
- Volunteers must ensure the activities they direct or advocate are appropriate for the age, maturity, experience and ability of the individual.
- Volunteers must, at the outset, clarify with players (and where appropriate their parents) exactly what is expected of them and what players are entitled to expect of their coach.
- Volunteers must co-operate fully with other specialists (for example. other coaches, physiotherapists, club officials') in the best interest of the player.
- Volunteers must always advocate the positive aspects of Rugby and never condone rule violations or the use of prohibited substances.
- Volunteers must respect a player's right to his or her own personal development, independence and self-determination.
- Volunteers must consistently display high standards of behaviour and appearance.

#### **Parents and Spectators' Code of Conduct:**

- Act as positive role models to all players.
- Be familiar with the club's child protection policies.
- Respect guidance from the club with regard to spectator behaviour.
- Remember, children play sport primarily for their own enjoyment, not for that of the spectators.
- Acknowledge good individual and team performance from all players irrespective of the team in which they play.
- Respect match officials' decisions, even if they appear to make a mistake – remember they are volunteers providing an opportunity for players to play rugby.
- Never verbally abuse players, coaches, match officials or fellow parents/spectators: such behaviour can create a negative environment for players and their behaviour can reflect this.

Acknowledge effort and good performance rather than “to win at all costs”  
Verbally encourage all players in a positive manner, shouting “for” not “at” the players. Encourage all players irrespective of their ability – never ridicule any individual player, regardless of the team they play for.

### **Safer Recruitment**

Children are entitled to participate in rugby union activities in a safe and welcoming environment. Safe recruitment procedures will enable clubs or Constituent Bodies (CBs) to reduce the risk of abuse to children. When recruiting employees or volunteers to the Children’s Workforce all reasonable steps should be taken to ensure only suitable people are selected.

Regulation 21 sets out in detail the requirements the RFU has for those working with children and the DBS. The RFU requires any individual engaged in Regulated Activity to undertake a DBS check through their club (using the online e-application system) in order to work with children. Depending on the nature of the role and the level of supervision the RFU will require either Enhanced or Enhanced with barred list checks. Further information about the DBS and the e-application system is available on the RFU website.

The people who work in every rugby club are the most important asset a club has. A good recruitment process is essential to ensure the best people are chosen for the roles they undertake.

These must be people who are suited to the club and who are less likely to harm children, intentionally or accidentally. A club which has good recruitment, induction and supervision processes shows those working there the value which is put on children’s safety and wellbeing.

Official checks and vetting procedures are on their own, not enough to protect children. They are only part of a wider set of practices and an organisational culture which supports safe practice.