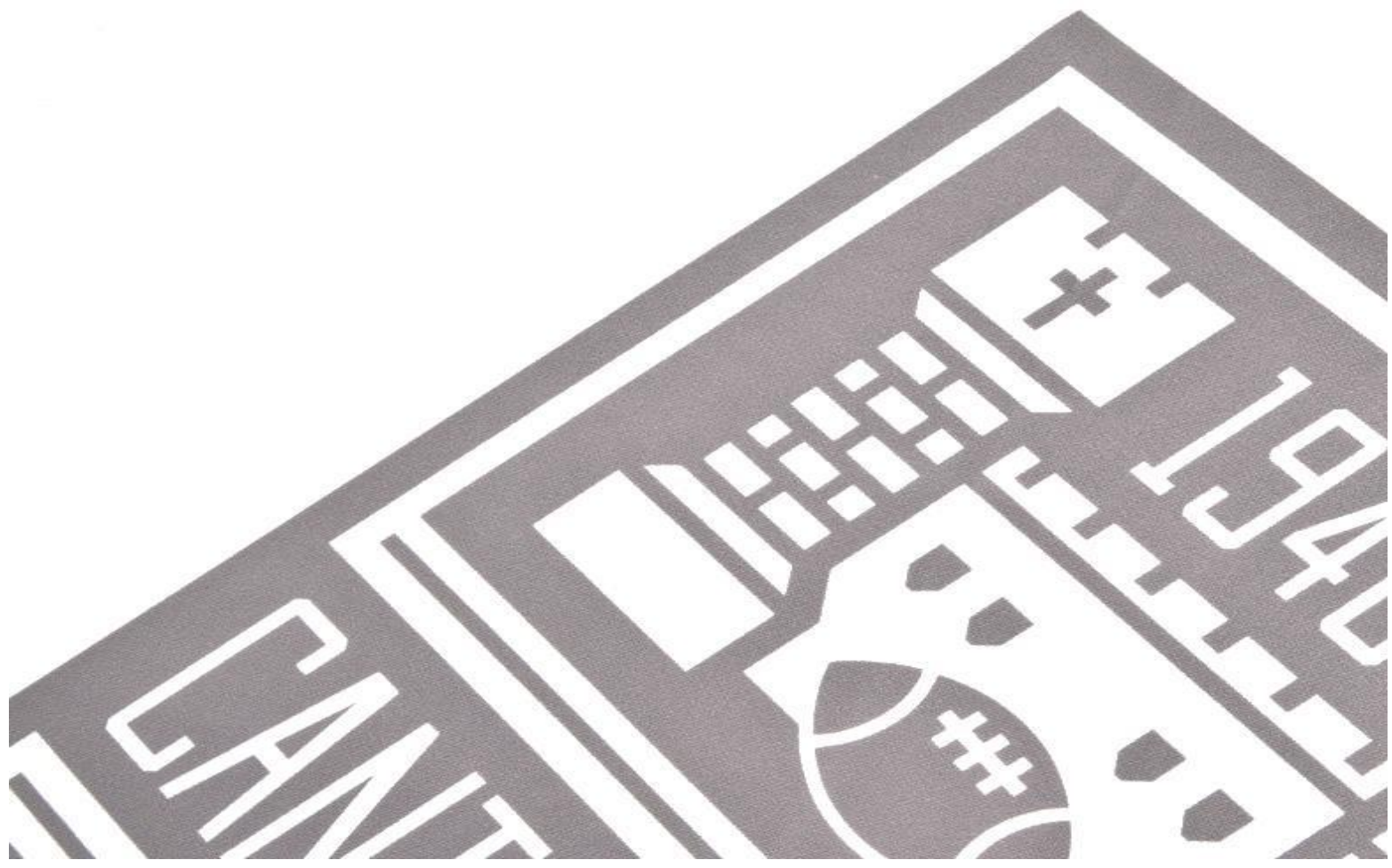




# Code of Conduct



## 1 COACHES

1.1 Codes of Conduct will ensure that all people will enjoy the game of rugby at Cantabrigian RUFC in a safe environment. When working with young people, coaches are expected to adopt the following guidance:

1.2 To always be publicly open when working with young children and vulnerable adults and avoid situations where the coach and an individual child or vulnerable adult is completely unobserved.

1.3 Be aware that situations may occur when, in order to teach or coach certain techniques, it is necessary to make contact with the player. In those circumstances, the following must apply:

1.3.1 Players and, if in regards to children, parents must be made aware of situations in which this may happen;

1.3.2 Physical handling should only be used for safety reasons when there is no other way of coaching the technique;

1.3.3 That contact or touching which is inappropriate (not directly related to the coaching context) or aggressive, will not be tolerated.

1.4 That if groups of young people are to be supervised in changing rooms, to always ensure that individuals work in pairs, and that gender is appropriate. Young people should not have to change at the same time or in the same place as adults.

1.5 Where mixed teams compete away from home, they should always be accompanied by at least one male and one female adult.

1.6 That volunteers and professionals must respect the rights, dignity and worth of all; and treat everyone with equality.

1.7 Coaches must place the wellbeing and safety of the player above the development of performance. In particular, coaches should:

1.7.1 Respect the rights, dignity and worth of every player with whom they work and treat them equally;

1.7.2 Place the physical and emotional wellbeing of all young players above all other considerations, including the development of performance;

1.7.3 Ensure that all activities undertaken are appropriate to the age, maturity, experience and ability of the players;

1.7.4 Encourage all players to accept responsibility for their own behaviour and performance;

1.7.5 Clarify with the players (and their parents/carers, as appropriate) what is expected of them both on and off the rugby field (as per the Players Code of Conduct) and also what they are entitled to expect from the coach;

1.7.6 Avoid overplaying of young players (particularly talented young players) All young players need and deserve equal opportunity to play;

1.7.7 Work in partnership with other club officials (Chairman, Junior's Chairman, Safeguarding Officer, First Aiders) to ensure the wellbeing, safety and enjoyment of all players;

1.7.8 Promote the positive aspects of the sport e.g. 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;

1.7.9 Recognise that young players should never be exposed to extremes of heat, cold or unacceptable risk of injury;

1.7.10 Develop an awareness of nutrition as part of an overall education in lifestyle management; 1.7.11 Recognise that it is illegal for young players under 18 to drink alcohol and that young people should never be allowed to drink alcohol or encouraged to drink alcohol if they are under the legal age to do so;

1.7.12 Ensure that their knowledge and coaching strategies are up-to-date and in line with RFU philosophy and expectations;

1.7.13 Ensure they are aware of, and abide by, the policies and procedures outlined in the Safeguarding Policy;

1.7.14 Recognise the importance of fun and enjoyment when coaching young players;

1.7.15 Appreciate the needs of the players before the needs of the sport;

1.7.16 Be a positive role model;

1.7.17 Keep winning and losing in perspective and encourage players to behave with dignity in all circumstances;

1.7.18 Respect all referees and the decisions they make (remember it could be you refereeing next week) and ensure that the players recognise that they must do the same;

1.7.19 Provide positive verbal feedback in a constructive and encouraging manner, to all players both during coaching sessions and games.

1.8 Coaches should hold current RFU coaching awards or a recognised award.

1.9 Coaches must consistently display high standards of personal behaviour and appearance.

1.10 Coaches should never overtly criticise young players or use language or actions which may cause the player to lose self-esteem or confidence.

#### Practices to be avoided

At Cantabrigian RUFC coaches must be aware that it does not make sense for a coach to:

Spend amounts of time alone with children away from others;

Take children alone on car journeys, however short.

If it should arise that such situations are unavoidable, they should only take place with the full knowledge and consent of someone in charge in the club/governing body and a person with parental responsibility for the player.

If a coach accidentally hurts a player, or causes distress in any manner, or the player appears to respond in a sexual manner to your actions, or misunderstands, or misinterprets something the coach has done, the incident is to be reported to a colleague supported by a written report of the incident as soon as possible. Parents/carers should also be informed of the occurrence.

#### Practice that is prohibited by Cantabrigian RFC

Individual staff or volunteers should never:

Take young people to their home or other secluded places where they will be alone;

Engage in rough, physical games, sexually provocative games or horseplay with young people;

Take part in any dynamic games or training sessions with young people. If there is a need for an adult to facilitate learning within a coaching session through the use of coaching aids e.g. contact pads, this should be done with the utmost care and with due regard to the safety and wellbeing of the young players;

Share a room with a young person unless the individual is the parent/guardian of that young person;

Allow any form of inappropriate touching (not specifically related to the coaching of the game);

Make sexually suggestive remarks to a young person, even in fun;

Use inappropriate language or allow young players to use inappropriate language unchallenged;

Allow allegations by a young person to go unchallenged, unrecorded, or not acted upon;

Do things of a personal nature for a young person that they can do for themselves, unless you have been requested to do so by the parents/carer. (It is of course recognised that some young people will always need help with things such as lace tying, adjustment of tag belts, fitting head guards etc.);

Depart the rugby club until the safe dispersal of all young people is complete;

Cause an individual to lose self-esteem by embarrassing, humiliating or undermining him/her;

Treat some young people more favourably than others;

Agree to meet a young person on their own on a one-to-one basis.

## **2 MATCH OFFICIALS**

Codes of Conduct will ensure that all young people and the individuals who work with them will enjoy the game of rugby at Cantabrigian RUFC in a safe environment. When working with young people, officials are expected to adopt the following guidance:

2.1 When refereeing young players, match officials should:

Recognise the importance of fun and enjoyment when officiating young players;

Provide verbal feedback in a positive way during games;

Appreciate the needs of the players;

Be a positive role model;

Recognise that safety is paramount;

Explain decisions - most young players are still learning;

Never tolerate verbal abuse.

## 2.2 Officials should not:

Change in the same area as young players;

Shower with young players;

Be alone with young players at any time - if a young player comes into the dressing room, ensure another adult is present;

Check studs without the coach being present;

Administer first aid;

Allow a young player to continue playing if there are doubts about their fitness;

Tolerate bad language from young players;

Engage in any inappropriate contact with young players;

Give a lift to a player unless there are other young people or adults in the car and the parents are aware;

Take a young player to their home;

Overtly criticise young players or use language which may cause the player to lose confidence or self-esteem;

Make sexually explicit remarks to young players, even in fun.

## 2.3 Officials must always:

Report, in writing, to the Club or CB Safeguarding Officer and/or Society Secretary, behaviour by adults which they feel contravenes RFU Child Protection Policy, such as:

Verbal bullying by coaches/parents/spectators;

Physical abuse by coaches/parents/spectators;

Inappropriate or aggressive contact by an adult to a young person;

Verbal abuse directed at the official by young people or adults.

## **3 PLAYERS**

Cantabrigian RUFC expects all players within the Senior and Junior sections to be made aware of this Code and the expectations of the Club. In particular, players must:

Play to enjoy rugby – always try their best to improve their skills and play well;

Play within the rules and laws of the game;

Never argue with referees or coaches - their decision is final, (even if the player think that they are wrong);

Remember that rugby is a team game - do their best for their team mates and don't try to grab all the glory for themselves;

Never show off, lose their cool, pick on other players or generally misbehave - it's not part of rugby;

Accept defeat. Accept it with good grace and try harder next time;

Respect good play - from opponents or other members of their team;

Help team mates, opponents, coaches and officials – rugby cannot be played alone.

#### **4 PARENTS/GUARDIANS**

Cantabrigian RUFC expects parents or guardians to take responsibility for the children within their charge and to be aware of the minimum standards of behaviour acceptable to Cantabrigian RUFC. Every parent or guardian within the Junior Rugby Section will be expected to abide by this code.

To always be aware of the Club's policy on child protection/safeguarding;

To always remain on site at Cantabrigian RUFC at all times. Cantabrigian RUFC does NOT operate a 'drop and leave' facility. If a child has to be left for any reason a responsible adult must be left in charge of the child and both the child and the child's coach must be advised as to who that responsible adult is;

To not force an unwilling child to participate – it is supposed to be for the child, they may be put off rugby forever;

To encourage their child to understand and play within the rules;

To teach their child that taking part and trying their best are more important than winning;

To focus their child on practicing their skills, sportsmanship and being part of a team. Winning isn't everything and not everyone can score the winning try;

To support and encourage their child - never criticise them for making mistakes. Console them for losing, but encourage them to try harder next time;

To set an example for sportsmanship - applaud good play by all;

To never publicly criticise a manager, coach, referee or assistant referee - there is no place for 'touchline rage' in rugby;

To support all efforts to remove verbal and physical abuse from children's sport and to report anything to the Club Safeguarding Officer, Assistant Safeguarding Officer, Chairman or Junior's Chairman;

To help the Club function properly by turning up on time with the appropriate kit and to be prepared to help out if asked;

To always support the coaches - they are giving up their time voluntarily. If any issues arise with the way a coach is performing, talk to them first. Refer any issues to an Officer of the Club.

## **5 SPECTATORS**

In Rugby Union players are impressionable and their behaviour will often reflect that of the adults around them. At Cantabrigian RUFC we welcome spectators to our touchlines who embrace the ethos of the game as one of fun, enjoyment and skill development. Cantabrigian RUFC encourages its spectators to:

Act as positive role models for all players;

Be familiar with, and abide by, the RFU Child Safeguarding Guidance in relation to verbal and emotional abuse;

Respect our club policy with regard to spectator behaviour;

To never publicly criticise a manager, coach, referee or assistant referee – there is no place for 'touchline rage' in rugby.

Signed .....

Date .....

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