

CODES OF CONDUCT & EQUITY POLICY

All members of Southampton RFC are expected to abide by the laws of the RFU (Rugby Football Union), Hampshire RFU and this Club and to support or play in the spirit of good sportsmanship and fair play.

In particular, members should not bring the good name of the Club or the game itself into disrepute by:

- deliberately causing or attempting to cause injury to any other player, official or spectator
- insulting opponents
- making remarks to the referee, touch judges or opposition supporters
- deliberately feigning injury
- taking property belonging to opponents or their Club or the public
- publicly criticising the referee via the media
- playing under the influence of excessive alcohol or the influence of drugs
- making racial or racist remarks
- behaving in a way likely to cause offence, loss, injury or damage to any person, Club or organisation or their property while at or travelling to or from any Club or fixture.

All members should comply to all reasonable requests of Committee members, or their nominees, made in pursuance of their responsibilities.

The Club will discourage infringement of this code by any member and in respect of any player or member may hold an inquiry into any alleged breach and suspend or expel from Membership any repeating or serious offender.

Equity In Sport Club Equity Policy:

Southampton RFC is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport England definition of sports equity —

Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.

- The Club respects the rights, dignity and worth of every person and will treat everyone equally within the context of rugby, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
- Southampton RFC is committed to everyone having the right to enjoy rugby as a player, coach, match official or spectator in an environment free from threat of intimidation, harassment and abuse.
- All Club Members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- The Club will deal with any incidence of discriminatory behaviour seriously, according to Club disciplinary procedures.

Codes of Conduct — RUGBY'S CORE VALUES

Teamwork — Respect — Enjoyment — Discipline — Sportsmanship

Rugby union is the fastest growing major sport in the country, attracting more people than ever to enjoy a vibrant game as professional and amateur players, volunteers and supporters. But the expansion of rugby brings new challenges to the game and a need to sustain the standards that are its strengths. Two years ago the RFU put together a task group to run an extensive consultation exercise.

The Core Values project – the first time a sport has set out to define its value system in formal terms – produced the first code of rugby and identified the following 5 principles that lie at the heart of the game in England:

1. Teamwork Teamwork is essential to our sport. We welcome all new team members and include all because working as a team enriches our lives. We play selflessly: working for the team, not for ourselves alone, both on and off the field. We take pride in our team, rely on one another and understand that each player has a part to play. We speak out if our team or sport is threatened by inappropriate words or actions.

2. Respect Mutual respect forms the basis of our sport. We hold in high esteem our sport, its values and traditions and earn the respect of others in the way we behave. We respect our match officials and accept our decisions. We respect opposition players and supporters. We value our coaches and those who run our clubs and treat clubhouses with consideration.

3. Enjoyment Enjoyment is the reason we play and support rugby union. We encourage players to enjoy training and playing. We use our sport to adopt a healthy lifestyle and build life skills. We safeguard our young players and help them have fun. We enjoy being part of a team and part of the rugby family.

4. Discipline Strong discipline underpins our sport. We ensure that our sport is one of controlled physical endeavour and that we are honest and fair. We obey the laws of the game which ensure an inclusive and exciting global game. We support our disciplinary system, which protects our sport and upholds its values. We observe the sport's laws and regulations and report serious breaches.

5. Sportsmanship Sportsmanship is the foundation upon which rugby union is built. We uphold the rugby tradition of camaraderie with teammates and opposition. We observe fair play both on and off the pitch and are generous in victory and dignified in defeat. We play to win but not at all costs and recognise both endeavour and achievement. We ensure that the wellbeing and development of individual players is central to all rugby activity. Play to win - but not at all cost Win with dignity, lose with grace Observe the Laws and regulations of the game Respect opponents, referees and all participants Reject cheating, racism, violence and drugs Value volunteers and paid officials alike Enjoy the game!

THE PURPOSE OF THESE CODES

These codes are written for players, coaches, match officials, parents and spectators. They are designed to ensure that all adults involved with the Club appreciate their role and responsibilities and understand the behaviour expected.

The Club wants our players to find enjoyment in their sport and fulfilment of their aspirations in the safe and positive environment which these codes seek to foster.

Further information on these topics can be found at:

The RFU Rules and Regulations website : <http://www.rfu.com/TheGame/Regulations>

1. THE GOOD PLAYERS CODE

AS A PLAYER YOU SHOULD:

- Play because you want to do so, not to please coaches or parents.
- Remember that skill development, fun and enjoyment are the most important parts of the game.
- Be focussed and attentive at all training and coaching sessions.
- Work as hard for your team as for yourself - both will then benefit.
- Be a sportsman - win or lose - and recognise good play by all players on both teams
- Play to the IRB Laws of the Game and accept, without question, all referees decisions.
- Control your emotions. Verbal or physical abuse of team mates, opponents, or match officials is unacceptable.
- Treat all players as you would like to be treated. Do not abuse, bully or take advantage of any player.

AS A PLAYER YOU ARE ENCOURAGED TO:

- Recognise and appreciate the efforts of coaches, parents, match officials and administrators in providing the opportunity for you to play the game and enjoy the rugby environment.
- Understand the values of loyalty and commitment to your team, team mates and adults who contribute to it.
- Recognise that every other player is entitled to play in a safe and abuse-free rugby environment.
- Understand that if any individual or group of young players is not being treated acceptably, then you have a right to tell an adult either at the Club or outside of the game.

2. THE GOOD COACHES CODE

AS A COACH YOU MUST:

- Ensure all are coached in a safe environment, with adequate first aid readily to hand.
- Ensure that your knowledge and coaching techniques are up to date and in line with RFU philosophy.
- Avoid overplaying any player; use a squad system to give every player satisfactory playing time.
- Be aware of, and abide by, the policies and procedures which the RFU require for safeguarding, regulation 21 and regulation 15.5 (Women's rugby only).

AS A COACH YOU SHOULD:

- Understand that most learning is achieved through doing.
- Appreciate the needs of the players before the needs of the sport.
- Be a positive role model, encourage players to behave in all circumstances with dignity and in accordance with the laws and to keep winning and losing in perspective.
- Respect referees and their decisions; ensure your players recognise that they must do the same.
- Provide positive verbal feedback in a constructive and encouraging manner, to all players in both coaching sessions and games.

3. THE GOOD MATCH OFFICIALS CODE

AS A MATCH OFFICIAL YOU SHOULD:

- Recognise that the safety of players is paramount; before starting play check that the home team has provided a qualified first aider, ambulance access has not been obstructed and that appropriate equipment is available along with someone trained in its use.
- Check before training sessions and matches that studs and other clothing are in accordance with the IRB Laws of the Game.
- Officiate to the rules of the Rugby Continuum and keep yourself updated on rule changes.
- Be a positive role model; be consistent and objective and always penalise foul play.
- Play advantage whenever possible in order to let the game flow.
- Be familiar with the Good Spectators Code and ensure that verbal abuse from players, coaches or spectators is not tolerated and is dealt with appropriately.
- Look to self-improvement through participation in training courses.

4. THE GOOD SPECTATORS CODE

AS A SPECTATOR YOU SHOULD:

- Acknowledge good individual and team performance from players of all teams.
- Respect match officials decisions.
- Never verbally abuse players, match officials, other spectators or coaches. Such behaviour creates a negative environment for players and presents an unacceptable example.

AS A SPECTATOR YOU ARE ENCOURAGED TO:

- Act as a positive role model to all players, showing respect for your Club and for the game in your behaviour as a spectator.

5. CHILD PROTECTION & SAFEGUARDING VULNERABLE PEOPLE

ALL ADULTS WORKING WITH CHILDREN AND YOUNG PLAYERS IN A RUGBY ENVIRONMENT MUST:

- Respect the rights, dignity and worth of every person with whom they work and treat them equally in the rugby context.
- Place their physical and emotional well-being above all other considerations, including the development of performance.
- Ensure the relationship that a rugby coach develops with them is based on mutual trust and respect.
- Ensure that all activities are appropriate to the age, maturity, experience and ability of players.
- Encourage them to accept responsibility for their own behaviour and performance.
- Clarify with the players what is expected of them both on and off the rugby field and also what they are entitled to expect from the coach.
- Work in partnership with others within the game (officials, doctors, physiotherapists, sports scientists) to ensure the well-being, safety and enjoyment of all players.
- Promote positive aspects of the sport such as fair play. Violations of the Laws of the Game, behaviour contrary to the spirit of the Laws of the Game or relevant regulations and the use of prohibited techniques or substances must never be condoned.