

CODE OF CONDUCT



BECKENHAM RFC
Est. 1894

Introduction

At Beckenham RFC, we operate in line with the Core Values of rugby: Teamwork, Respect, Enjoyment, Discipline and Sportsmanship. We are committed to developing a culture that lives and breathes the Core Values, is free of abuse, discrimination and harm, and where everyone feels safe and able to raise any concerns they have.

We are committed to developing an inclusive culture, in line with our Equality Policy, where it is safe and acceptable for everyone involved in rugby to raise concerns about any unacceptable practice, behaviour, wrongdoing or misconduct.

This Code of Conduct, together with our rules, policies and procedures, provides a framework in which all our members and participants are empowered to make our club a safe, respectful and enjoyable environment.

Everyone who is involved in rugby, whether as a player, coach, parent, match official, spectator or volunteer, is expected to uphold the Core Values.

This Code has been adopted by Beckenham RFC to set out the behavioural standards that members and other participants of the club must meet. It is a key part of our process for dealing with complaints of poor conduct and sets the level of expectations when determining any need for formal or informal disciplinary procedures.

Beckenham RFC

November 2022

Conduct

Respectful conduct in rugby is paramount in creating a safe and inclusive culture where both children and adults can develop in the sport. Inappropriate behaviour has a detrimental impact on the enjoyment and development of participants, and as such we expect the Core Values to be demonstrated by everyone.

The conduct described in this Code extends not only to conduct on the pitch, but also on the touchline, in and around the club, and on all online platforms including messaging and social media platforms.

To help participants at our club understand what is expected of them when taking part in rugby activities, we have outlined a list of good conduct, which is encouraged, and poor conduct, which is unacceptable and contravenes the Core Values. This list is not exhaustive. We encourage all participants to familiarise themselves with these behaviours.

Who the code applies to

This code applies to all individuals who participate at Beckenham RFC, including anyone who:

- Holds a role within the club, whether paid or unpaid
- Is responsible for the care and supervision of a child or adult at risk who attends the club
- Is involved with the club through a social aspect, such as a member, visitor or spectator
- Attends any club activity, whether on the club premises or not, including spectating at home and away matches

The code applies to all participants, whether club activity is taking place on club property or not, including away games and tours.

Rights of individuals

Everyone who participates in activities at Beckenham RFC, whether as a club member or a visitor, has the right:

1. To enjoy safe participation in rugby, without fear of abuse or harm
2. To always be treated with respect and dignity
3. Not to be pressured into training, competing or participating against their will
4. To be treated in line with the Core Values as well as the values of the club
5. Not to be discriminated against based on their age, disability, sex, race, religion or belief, gender reassignment, sexual orientation, marriage and civil partnership, and pregnancy or maternity
6. To challenge poor conduct and discrimination, both when witness and experienced
7. To make a complaint and/or raise a concern, and for it to be taken seriously and acted upon under this Code of Conduct

Behaviour we encourage at Beckenham RFC

Treatment of others

- ✓ Treat others with respect and dignity, including all officials, spectators, coaches and players, whether from our club or the opposition
- ✓ Treat each other fairly, and never discriminate or show preferential treatment towards people, based on their characteristics
- ✓ Be magnanimous in victory and gracious in defeat
- ✓ Be welcoming to everyone, whether they be children or adults, club members or visitors
- ✓ Make sure feedback is positive and constructive
- ✓ Accept responsibility for their actions and conduct

Challenging and reporting

- ✓ Work together to create a positive and welcoming club environment, where people feel confident in reporting and challenging poor conduct
- ✓ Never tolerate abusive, threatening or intimidating behaviour towards yourself or other: all instances of harassment and abusive or threatening behaviour should be challenged and reported to the club
- ✓ Never tolerate cheating, manipulation of competition, use of prohibited substances or unsportsmanlike conduct – and take responsibility for setting a good example in relation to these matters
- ✓ Encourage a healthy environment, where skill development, enjoyment and teamwork are promoted

Working with children and in a position of authority

- ✓ Be friendly professional and positive role models
- ✓ Ensure that participants at the club are aware of their responsibilities to safeguard children and young people
- ✓ Remember that children and young people get a wide range of benefits from taking part in rugby, and participation should not be centred around winning games, but enjoying the sport and developing skills and fitness
- ✓ Take ownership in ensuring that you keep up to date with all club rules, policies and procedures

Unacceptable behaviour at Beckenham RFC

The following behaviours are entirely unacceptable at our club:

Treatment of others

- × Engaging in any abusive, threatening or bullying behaviour towards anyone at the club, or allowing this behaviour to go unchecked and unreported
- × Using inappropriate language towards participants of the club, including but not limited to: sexually suggestive behaviour or language; unwanted or unnecessary physical contact; and language or conduct intended to intimate or threaten individuals.
- × Challenging, or encouraging others to challenge, the decision of any match official
- × Entering the field of play, unless instructed otherwise by the match officials
- × Using any form of physical force or punishment towards players, spectators or anyone else
- × Engaging in any form of behaviour that may bring the club, or the RFU, into disrepute – this includes any form of behaviour that is not in line with the Core Values

Challenging and reporting

- × Attempting to silence, intimate or disregard anyone who wishes to raise a concern regarding safeguarding, welfare, discipline, cheating or poor conduct

Working with children and in a position of authority

- × Allowing allegations or comments made by a child or adult regarding safeguarding or welfare concerns to be disregarded or go unrecorded
- × Allowing children or young people to engage in inappropriate behaviour amongst one another, including but not limited to: bullying behaviour; sexually suggestive behaviour or language; intimidating or violent behaviour; or discriminatory behaviour or language
- × Engaging in inappropriate behaviour while coaching or supervising children or young people, such as smoking, vaping, or consuming alcohol, or any other behaviour that would be considered inappropriate
- × Allowing children to carry out rugby activities unsupervised while at the club
- × Using their position or influence to form inappropriate relationships with any child or adult at risk
- × Using any type of physical or corporal punishment to discipline a child or adult at risk

Reporting and disciplinary action

Report any behaviour you see, witness or experience that upsets you or makes you feel uncomfortable or unsafe.

You can report any issues under this code to:

- The Club Safeguarding Officer
- The Club Disciplinary Officer
- Members of the Management Committee
- The RFU

Contact details for the Safeguarding and Disciplinary Officers, and members of the Management Committee, can be found on the Beckenham RFC website.

Any breach of this code may be dealt with under Beckenham RFC's disciplinary processes, as set out within the club rules and regulations.

Any conduct which is also a breach of RFU or other Regulations may also be reported to the Constituent Body (Kent CB) and / or to the RFU. You can raise concerns with the RFU by emailing speakup@rfu.com or visit the 'Speak Up' page on the RFU website.

TEAMWORK.
RESPECT.
ENJOYMENT.
DISCIPLINE.
SPORTSMANSHIP.



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