

# **WETHERBY R.U.F.C.**



## **Club Code of Conduct**



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## 1.0 Introduction

### 1.1 Core values

Introducing young people to the values of rugby union will provide a mind-set that will stretch beyond participation in the sport. Much of the behaviour and attitudes that have defined rugby union are highly regarded both within and outside the sport. Regardless of any adverse changes in society, the RFU work hard to protect and promote the game's fundamental elements for the next generation. Rugby's values of **Teamwork, Respect, Enjoyment, Discipline** and **Sportsmanship** are what makes the game special for those who enjoy the environment and culture they create. They define the game and define England Rugby.

**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.

**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 their decisions. We respect opposition players and supporters. We value our coaches and those who run our clubs and treat clubhouses with consideration.

**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.

**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 sport. 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.

**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.



## **2.0 Code of Conduct**

This code is designed:

- To maintain the element of enjoyment and satisfaction in rugby at all grades;
- To make adults aware that young people play to satisfy themselves and not necessarily to satisfy adults or members of their own peer group;
- To improve the physical fitness of youth by making it attractive, safe and enjoyable for all young people; and
- To constantly remind Club officials, coaches, team managers, referees, parents, and spectators that rugby must be administered, taught and provided for the good of those people, young and old, who wish to play the game.

### **It is their game!**

Please Note: Wetherby RUFC have the right to ban individuals (whether a player, coach, match official, parent, or spectator) either indefinitely or for a defined period if the Club Committee feel there has been a serious breach of this Code.

## **2.1 Code of Conduct For All Players**

- Play for the 'enjoyment' of the game and not to please others;
- Play and abide by the Laws of the Game;
- Never argue with the referee's decisions. Let your Captain ask any necessary questions;
- Control your temper – no 'mouthing off';
- Work equally hard for yourself and your team – your team's performance will benefit and so will your own;
- Be a good sport – applaud all good play, whether by your own team or your opponent's;
- Treat all players as you yourself would like to be treated. Don't interfere with, bully or take unfair advantage of any player;
- Cooperate with your coach, manager, team mates, referee and opponents – without them you don't have a game; and
- Do not approach a referee/assistant referee at any stage during or immediately after a game.

## **2.2 Code of Conduct for Young Players**

- Participate for the 'fun of it', not just to please your parents or coach;
- Play fairly – treat all other participants as you yourself would like to be treated;
- Work equally hard for yourself and your team mates – your team's performance will benefit and so will your own;



- Co-operate and listen to your coach and competition officials – they are more knowledgeable than you;
- Speak to an adult if you are unhappy about anything; and
- Speak to an adult if you feel another young player is being bullied.

## **2.3 Code of Conduct for Coaches**

- Always be publicly open, particularly when working with young people. Avoid situations where you and an individual child are completely unobserved;
- Rugby is a physical game. Situations will occur when, in order to teach or coach certain techniques, it is necessary to make contact with the player. However, the following must apply:
  - Parents and young players must be made aware of situations in which this may happen when they join the club.
  - Physical handling should only be used for safety reasons or where there is no other way of coaching the technique.
  - Contact or touching which is inappropriate (not directly related to the coaching context) or aggressive will NOT be tolerated.
- Teams are to be supervised in changing rooms;
- Coaches will have separate changing rooms;
- Only coaches and DBS checked adults will be admitted to the changing rooms. Coaches must be vigilant whilst in the changing room;
- Attention will always be given to gender. Females will be given separate changing rooms;
- Volunteers will respect the rights and dignity of all and treat them with equality;
- Coaches must place the well-being and safety of the player above the development of performance. Coaches should:
  - Avoid overplaying of players (particularly talented players). All players need and deserve equal opportunity to play;
  - Remember that young people play for fun and enjoyment and that winning is only part of it;
  - Motivate youngsters through positive feedback and constructive criticism;
  - Ensure that contact skills are taught in a safe, secure manner, paying due regard to the physical development of young players;
  - Never allow players to train/ play when injured; and
  - Ensure equipment and facilities are safe and appropriate to the age and ability of the players.
- Coaches should hold a current RFU coaching award or recognised award;



- Coaches should keep up-to-date with knowledge and technical skill and should be aware of their own limitations. Coaches should only work within the limitations of their knowledge and qualifications;
- Coaches must ensure that the activities which they direct or advocate are appropriate to the age, maturity and ability of their players;
- Coaches should always promote the positive aspects of their sport (e.g., fair play) and never condone law violations or use of prohibited substances;
- Coaches must consistently display high standards of personal behaviour and appearance;
- Coaches should never overtly criticise players or use language/ actions which may cause the players to lose self-esteem or confidence; and
- Young players should not be allowed to drink alcohol or encouraged to drink alcohol if they are under the legal age to do so.

### **Coaches Should Not:**

- Spend amounts of time alone with children away from others;
- Take children alone on car journeys, however short;
- Take young people to their home or other secluded place where they will be alone;
- Engage in rough physical games, sexually provocative games or horseplay;
- 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 using coaching aids e.g. contact pads, this should be done with utmost care and with due regard to the safety and well-being of young players;
- Allow any form of inappropriate touching or make sexual suggestive remarks to any player, even in fun;
- Use inappropriate language or allow 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. (Please note that it is recognised that some young people will always need help with things such as lace tying, adjustment of tag belts fitting, head guards, etc); and
- Depart from the Club until the safe dispersal of all young people is complete.

If it should arise that such situations are unavoidable, they should only take place with full knowledge and consent of a Committee Member and/ or 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, misunderstands or misinterprets something you have done, report the incident to a colleague supported by a written report of the incident as soon as possible. Parents/ carers should also be informed of the occurrence.



## **2.4 Code of Conduct for Match Officials**

When refereeing 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, and
- Never tolerate verbal abuse.

### **Officials should not:**

- Change in the same area as young players;
- Shower with young players – agree a timetable with the coaches;
- 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 any player to continue playing if there are doubts about their fitness;
- Tolerate bad language;
- Engage in any inappropriate contact;
- Give a lift to a young player unless there are other young people or adults in the car and the parents are aware;
- Take a young player to your home;
- Overtly criticise players or use language which may cause the player to lose confidence or self-esteem; and
- Make sexually explicit remarks, even in fun.

### **Officials must always:**

- Report in writing to the Club's Safeguarding Officer and/or Junior Secretary, behaviour which you feel contravenes RFU's and Club's Safeguarding Policy &/or Code of Conduct:
  - Verbal bullying by coaches/ parents/ spectators,
  - Physical abuse by coaches/ parents/ spectators,
  - Inappropriate or aggressive contact by an adult to a young person, and
  - Verbal abuse directed at the official by young people or adults.





## **2.5 Code of Conduct for Parents**

Parents should be made aware of their role in protecting the young people of the Club and should read the following Code of Conduct.

### **DO:**

- Get to know your child's coach – the coach will play an important role in your child's development;
- Respect the coach's opinion - he/ she should be more knowledgeable than you;
- Establish clear lines of communications - find out when it is convenient and appropriate to contact the coach;
- Encourage your child to improve his/ her skills through coaching sessions;
- Teach your child that winning isn't everything – it is important to recognise and reward effort;
- Encourage your child to play by the rules;
- Set a good example - applaud players on both sides; and
- Remember your child takes part for their enjoyment, not yours.

### **DON'T :**

- Yell at your child or other children for making a mistake - they are all trying their hardest;
- Ignore any bad behaviour, cheating or bad manners by your child - reasonable prompt action is appropriate;
- Coach from the sidelines - if you want to get involved talk to the coach after the competition; and
- Abuse the official - they are volunteers and your child cannot play without them.

Parents should note that the Club rules state that no child under the age of 12 may be left at the Club without a guardian/ approved carer.

Parents should note that only approved people with the correct DBS clearance may enter the changing rooms. The Club recognises that this may be a problem for the children in the U7s/ U8s age groups. If required, a changing room can be set aside for these children who MUST be accompanied by an adult.

## **2.6 Spectators**

- Act as positive role models to all players;
- Be familiar with, and abide by, the RFU Child Protection Guidance in relation to verbal and emotional abuse; and
- Respect the Rugby Club with regard to spectator behaviour.

### **Spectators Should:**



- Remember children play sport for their enjoyment not yours;
- Acknowledge good individual and team performance from all players irrespective of the team for whom they play;
- Respect match officials' decisions. Remember - they are volunteers providing an opportunity for our teams to play rugby;
- Never verbally abuse players, match officials, fellow spectators or coaches. Such behaviour can create a negative environment, particularly for young players and their behaviour will often reflect this;
- Acknowledge effort and good performance rather than 'win at all costs' ethic;
- Verbally encourage all players in a positive way. If you do want to shout make sure it is 'for', not 'at' the players; and
- Encourage all players irrespective of their ability - never ridicule any individual player, regardless of the team for whom they play.