



## H&WRFC Codes of Conduct, Incident Reporting & Response Policy

Heathfield & Waldron Rugby Club vigorously supports all the RFU Codes of Conduct and prides itself on the way coaches, players, volunteers, parents and supporters conduct themselves both during training, at matches and tournaments, both on and off the pitch. All the above individuals, plus those from visiting teams, are made aware of the relevant RFU codes and H&WRFC guidelines, which are available in the H&WRFC clubhouse and on the website.

Any incident in breach of the RFU or H&WRFC Codes of Conduct may be reported to an H&WRFC Coach or other club official either verbally at the time or subsequently in writing by any other spectator, player, coach or visiting official. Any such occurrence of inappropriate language or behaviour etc. by any person linked to H&WRFC will be dealt with on a case by case basis dependent upon the severity of the incident. Any incident by a visiting individual from another club will be reported, either to an official of that club at the time or in writing to that club at a later date, to be dealt with as appropriate within their club and the RFU rules.

The procedure for Heathfield & Waldron RFC's response to such incidents is set out below:

Initially minor isolate occurrences may result in a verbal warning by either the individual age group coach or committee official, who should refer the individual to the relevant RFU Code of Conduct. Such verbal warnings should be reported to the committee and Club Safeguarding Officer, and Incident Report Form completed, so that a record can be maintained of those persons warned. Further incidents may result in the Junior Committee deciding upon an 'Official Verbal Warning' as the first step towards other sanctions.

Repeat occurrences of such inappropriate language or behaviour etc. reported to the Junior Committee may result in the formal service of a 'warning letter' on the individual concerned by a senior committee member. This letter will be accompanied by a copy of the appropriate Code of Conduct, which the individual will be asked to read and sign that they will adhere to its content in future; this document will be retained, attached to the Incident Report Form, by the committee and Club Safeguarding Officer.

Any further occurrences of inappropriate language or behaviour will result in the person being formally requested, in writing, to attend a special 'discipline' hearing of the H&WRFC Junior Committee, where they will be asked to account for their behaviour. The committee may respond with a variety of sanctions ranging from the temporary banning of the individual to a request for that person to leave Heathfield & Waldron RFC altogether.

**The rules of the game of Rugby Football are known as the Laws, but these Laws mean less to the game than a long-established accepted spirit in which the game is played and supported. You will not find all of the Codes of Conduct in the Law book, but you will find them in the hearts and minds of true rugby supporters. Heathfield & Waldron RFC therefore requires all coaches, volunteers, players, parents, guardians and supporters to observe the RFU Codes of Conduct at all times.**

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