



‘ONE’ PROCEDURE TO MANAGE POOR PRACTICE

ONCP20-04-01

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With reference to “The Welfare of Young People in Rugby Union”, poor practice is defined as any behaviour, which contravenes the following:

- RFU/RFUW Codes of Conduct (Fair Play Codes)
- RFU/RFUW Guidance for Good Practice (Section 8)
- RFU Safeguarding policy

http://www.englandrugby.com/mm/Document/Governance/Safeguarding/01/30/56/33/RFUSafeguardingPolicyprinterfriendly_Neutral.pdf

1. Once an incident is reported to the Club Safeguarding Officer, they should consult with the RFU Ethics and Equity Manager, (also known as the RFU child protection officer), in order to ascertain whether the allegation is to be investigated or dealt with as poor practice, bullying or abuse.
2. Once the incident has been identified by the RFU as poor practice and in consultation with senior club officials, (Club Chairman/M&J Chairman), a decision will be made whether or not to temporarily suspend the person accused. Each case will be considered on its merits.
3. A disciplinary hearing may be called.

The panel should be made up of three club members with regard to the following criteria:

- No person who has been involved in bringing the case to the disciplinary hearing should sit on the panel.
 - Senior management of the club must be represented.
 - If the case relates to poor coaching practice, experience in this field must be represented.
 - The Club Safeguarding Manager can be invited.
5. The accused will be advised of receipt of the report against them and provided with all relevant paperwork.
 6. The accused must be given sufficient advance notice of the disciplinary hearing.
 7. The accused will be invited to attend any disciplinary hearing.
 8. The accused must be given the opportunity to offer their side of the events and call witnesses.
 9. Once the disciplinary panel reaches a decision it should be communicated to the accused and confirmed in writing to the parents / guardians of the young person.



10. A copy of the findings must be sent to the Club Safeguarding Manager and RFU Ethics and Equity Manager.

Possible outcomes of the Disciplinary Panel:

1. Acquitted of all charges.
2. Temporary suspension.
3. Person may only coach whilst supervised.
4. Coach must undertake RFU/RFUW Safeguarding and Protecting Young People Course.
5. Coach must attend Sports Coach UK Good Practice and Child Protection Course.
6. Coach must attend appropriate RFU/RFUW Coaching Course.
7. Full Suspension.
8. Reported to the relevant authorities if the panel deem so.