

BANGOR RUGBY FOOTBALL CLUB

Safeguarding Policy Section 4.4.1

Code of Conduct for Referees

All referees at Bangor RFC are volunteers without whom Age-Grade Players would be unable to play and enjoy their rugby. BRFC obliges all Age-Grade referees to undergo a vetting check by Access NI. The Club may request a vetting check at any stage during their involvement with Age-Grade rugby.

Referees should familiarise themselves with the IRFU Safeguarding Policy (www.irishrugby.ie/safeguarding), especially the Code of Conduct below, and agree to abide by these terms. Ulster Branch Referees should update the self-declaration questions annually, and be members of, and adhere to, rules and procedures as agreed by the Ulster Society of Rugby Football Referees.

Referees agree to:

- Respect the rights, dignity and worth of every Age-Grade Player and treat everyone equally, regardless of gender, disability, ethnic origin, religion, etc.
- Put the welfare of the Age-Grade Player first.
- Encourage fair play and ensure safety is paramount in all games.
- Facilitate the playing of the game through the correct application of the Laws of the game.
- Plan and prepare appropriately, be punctual.
- Hold up-to-date referee qualifications and be committed to the guidelines in the IRFU's Safeguarding Policy.
- Act as a role model, promote the positive aspects of rugby and maintain the highest standards of personal conduct.
- Be responsible for monitoring boundaries between a working relationship and friendship with Age-Grade Players.
- Remain positive when dealing with Age-Grade players, coaches, parents and spectators.
- Manage disciplinary matters correctly, report to the Ulster Branch (IRFU) when necessary.
- Follow agreed protocols regarding changing rooms.
- Report any concerns in accordance with Section 4 of the IRFU Safeguarding Policy.

Referees where possible will avoid:

- Spending excessive amounts of time with Age-Grade Players away from others.
- Constant communication with individual Age-Grade Players by mobile phone or email or social media forums.
- Taking Age-Grade Players to their home.
- Taking Age-Grade Players on journeys alone in their car.

Referees will not:

- Use any form of physical punishment or physical force on an age grade player.
- Exert undue influence over a participant.
- Engage in rough physical games, sexually provocative games or allow or engage in inappropriate touching of any kind, and/or make sexually suggestive comments about, or to, an Age-Grade Player. This includes innuendo, flirting or inappropriate gestures and terms.