



Scottish Rugby

Pregnancy and Rugby Policy

Foreword

The benefits of participation in sport are widely recognised, not just in terms of health but in building confidence, teamwork and friendships. Scottish Rugby's Values of **Leadership, Engagement, Achievement, Enjoyment** and **Respect** apply across all areas of our sport, from mini rugby through to our international teams.

We all have a responsibility to look after the participants in our game, with their wellbeing and safety being at the centre of everything we do. Scottish Rugby's aim is that everyone who is involved with our sport has a positive experience and goes on to achieve their full potential both within the game and in life.

Scottish Rugby wishes to be as inclusive as possible, imposing only such eligibility restrictions as are necessary and proportionate, and providing a clear path to participation for all. Our *Pregnancy and Rugby Policy* recognises the need to protect the health and wellbeing of both the mother and the unborn child, and to avoid improper discrimination on the grounds of pregnancy. As such it is in line with World Rugby's Pregnancy and Rugby Guideline.

To support our Policy, we will provide advice and guidance to players, clubs and to the volunteers who are the heartbeat of our game. Our Policy and associated guidance will form part of our ongoing Equality Action Plan.

We will continue to monitor best practice in this area and will, where necessary and appropriate, update our Policy accordingly.



MARK DODSON

Chief Executive
Scottish Rugby

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Policy Statement

Scottish Rugby is committed to providing a safe and supportive environment for all those participating in our sport. In doing so we will adopt inclusive policies to enable players to play in an environment which protects the wellbeing of all players and which promotes fair competition. The privacy and the dignity of all players will be respected.

Everyone within the Scottish Rugby community will be made aware of our policies to promote the safety and wellbeing of those playing the game.

Key principles:

- Primary responsibility for the health and wellbeing of each player lies with the individual player. In agreeing to participate players must take seriously the risk of injury to themselves and to others.

- Scottish Rugby, and those governed by Scottish Rugby, will follow best practice in relation to the participation in the game by pregnant players.

- We believe that best practice is currently represented by World Rugby's Pregnancy and Rugby Guideline.

- The principles contained within the World Rugby Guideline have been incorporated into Scottish Rugby's Pregnancy and Rugby Policy.

- Scottish Rugby supports moderate, low intensity exercise during pregnancy. However, due to the increased risk of injury to both the mother and the unborn child, pregnant players are not permitted to participate in contact rugby activities.

- The welfare and safety of the player and the unborn child is paramount.

Scottish Rugby Core Values

Scottish Rugby is the Governing Body of the sport of Rugby Union in Scotland and promotes these core values from our National Teams through to grassroots rugby.

Our core values are:

LEADERSHIP

ENGAGEMENT

ACHIEVEMENT

ENJOYMENT

RESPECT

Roles and Responsibilities

To ensure an environment in which all participants can enjoy their rugby, everyone involved in the game must work together. It is EVERYONE'S responsibility to contribute to the wellbeing of players.

Scottish Rugby will:

- Appoint a Chief Medical Officer to oversee best practice in the medical support of players at all levels.
- Develop and publish a Pregnancy and Rugby Policy, and ensure that the Policy and any associated guidance is regularly reviewed and updated.
- Require that member clubs comply with the Policy as part of the Club Minimum Operating Standards.
- Provide advice and assistance in relation to the Policy to pregnant players and their clubs.
- Manage and respond to referrals and/or concerns in an efficient and fair manner.
- Take disciplinary action against those who breach the Policy.

Member/Affiliated Clubs will:

- Ensure that their players, coaches, medics and other club officials are aware of Scottish Rugby's Pregnancy and Rugby Policy.
- Ensure that players and club officials comply with the terms of the Policy and any associated guidance.
- Report any suspected breaches of the Policy.

Players, Coaches and Team Medics will:

- Play the game in accordance with Scottish Rugby's Core Values.
- Take responsibility for their own safety and that of other players.
- Abide by the terms of Scottish Rugby's Pregnancy and Rugby Policy and any associated guidance.

Definitions

Chief Medical Officer (CMO)

The person, having appropriate knowledge and expertise, who is appointed by Scottish Rugby to act on its behalf in matters arising under this Policy.

Contact Rugby

Means any match or game played under World Rugby's Laws of the Game (including, but not limited to, the variations of the game recognised by World Rugby of Sevens, Tens and Beach Rugby) together with any form of practice which involves intentional physical contact between players (including, but not limited to, tackling, scrummaging, rucking, mauling and lineout practice).

Non-Contact Rugby

Means any form of the game which does not involve physical contact between players (other than incidental contact), including touch, tag and beach tag rugby.

Policy

Means Scottish Rugby's Pregnancy and Rugby Policy, as amended from time to time.

Scottish Rugby

Means Scottish Rugby Union Limited.

World Rugby

The international governing body for the sport of Rugby Union.

Scottish Rugby Pregnancy and Rugby Policy

1. Application

- 1.1 This Policy establishes the conditions under which a pregnant player is permitted to train or play in any form of rugby union under the jurisdiction of Scottish Rugby. It applies to participation in all Scottish domestic rugby.
- 1.2 As a condition of participation each such player agrees to:
 - 1.2.1 Comply fully with this Policy;
 - 1.2.2 Co-operate promptly and in good faith with the Chief Medical Officer (CMO) in the discharge of their duties, including providing such information and evidence as may be required to assess the player's compliance or continuing compliance with the eligibility conditions referred to in this Policy; and
 - 1.2.3 The collection, processing, disclosure and use of such information (including special category personal data as defined in the Data Protection Act 2018) as is required to properly implement this Policy.
- 1.3 Each person and entity under the jurisdiction of Scottish Rugby shall be bound by and must comply with this Policy, and must co-operate promptly and in good faith with the CMO in the discharge of their duties under it.

2. Pregnant Players : Additional Eligibility Considerations

- 2.1 A player who is pregnant, or who has reason to believe that they may be pregnant, may not participate in any form of Contact Rugby. It shall be an offence subject to Misconduct proceedings for a player to do so.
- 2.2 Subject to any contrary medical advice, a player who is pregnant may at their own risk participate in Non-Contact Rugby activities.

3. Monitoring and Compliance

- 3.1 The CMO may, at any time:
 - 3.1.1 Make such enquiries as they deem necessary and appropriate in order to establish a player's compliance with this Policy;
 - 3.1.2 Investigate any circumstances indicating potential non-compliance with this Policy.
- 3.2 Players, clubs and other entities and individuals under the jurisdiction of Scottish Rugby must co-operate fully and in good faith with the CMO and Scottish Rugby in the operation of this Policy.
- 3.3 On a precautionary basis, the CMO may provisionally suspend the participation of a player at any time. The player will have the right to appeal against any provisional suspension. Any appeal against such provisional suspension shall be in writing to an Appeal Committee constituted under Scottish Rugby's Disciplinary Rules. The player shall remain suspended pending the outcome of the Appeal. Information on how to appeal can be obtained from the Head of Regulation at Scottish Rugby.

4. Disciplinary Proceedings

- 4.1 Misconduct Proceedings, in accordance with Scottish Rugby's Disciplinary Rules, may be brought where:
 - 4.1.1 A player participates in Contact Rugby whilst pregnant;
 - 4.1.2 A club or team allows a pregnant player to participate in Contact Rugby;
 - 4.1.3 A player, club or team fails to co-operate fully with the CMO or Scottish Rugby in respect of their compliance / continuing compliance with this Policy;
 - 4.1.4 A coach, healthcare professional or other person or entity has been complicit in a breach or non-compliance with this policy; and/or
 - 4.1.5 There has been any other breach or non-compliance with this Policy.

5. Confidentiality

- 5.1 All cases arising under this Policy, and in particular all player information provided to Scottish Rugby under this Policy, will be dealt with in strict confidence at all times. All medical information and data relating to the player will be treated as special category personal data and the CMO will ensure that at all times it is only processed in accordance with applicable data protection and privacy laws and Scottish Rugby's Data Protection Policy. Such information will not be used for any purpose not contemplated in this Policy, and will not be disclosed to any third party save as strictly necessary for the effective application and enforcement of this Policy or as is required by law.
- 5.2 Scottish Rugby will not comment on the specific facts of a pending case (as opposed to general descriptions of the process and science involved) except in response to public comments attributed to the player or their representatives.

Contact Us

Advice with regard to Scottish Rugby's Pregnancy and Rugby Policy may be obtained by contacting Scottish Rugby Union's Chief Medical Officer (CMO):

Dr James Robson

Chief Medical Officer

BT Murrayfield Stadium

Roseburn Street

Edinburgh EH12 5PJ

T: 0131 346 5000

E: james.robson@sru.org.uk

Graham Ireland

Head of Regulation

BT Murrayfield Stadium

Roseburn Street

Edinburgh EH12 5PJ

T: 0131 346 5000

E: graham.ireland@sru.org.uk

Raising a Concern

Failure to follow Scottish Rugby's Pregnancy and Rugby Policy shall be regarded as an act of Misconduct under Scottish Rugby's Disciplinary Rules.

Where a concern arises in the relation to the participation of a player who may be pregnant, or where there is concern that best practice is not being followed, the matter may be referred in confidence to Scottish Rugby Union's Chief Medical Officer (CMO).

The CMO, or the CMO's nominee, will investigate any reported concerns and, where appropriate, shall refer them to Scottish Rugby's Disciplinary Manager for consideration of Misconduct proceedings.

Policy Amendment Process

Changes to Scottish Rugby's Pregnancy and Rugby Policy shall be subject to the approval of the Safeguarding, Wellbeing and Inclusion sub-committee of the Scottish Rugby Board, and shall be referred to the sub-committee on the recommendation of the Chief Medical Officer.



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