

Nailsea & Backwell RFC

Codes of Conduct



Parents/Guardians Code of Conduct

One of the things that rugby is renowned for is the respect players, coaches, supporters, officials show to each other both on and off the pitch. Nailsea & Backwell RFU acknowledge that parents are an integral part of the club and in ensuring that young players enjoy their involvement in the sport.

Parents remain responsible for their children whilst at training/matches and therefore should accompany them and stay with them at these sessions, especially those players in the mini section.

PARENTS ARE ENCOURAGED TO:

- Get to know the coaching staff and become involved with their child's team and the Club.
- Be aware that the RFU has a duty of care and therefore, where appropriate, assist coaches.
- Be familiar with the Club's Policy's and Codes of Conduct.
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Remember that young people should play rugby for their own enjoyment not that of the parents, encourage them to play – do not force them - support them and enjoy the sport with them.

PARENTS SHOULD:

- Set a good positive example - **REMEMBER YOUNG PEOPLE LEARN A LOT BY EXAMPLE.**

Focus on the young players' efforts, sportsmanship and being part of a team.

- Be realistic about young players' ability do not push them towards a level that they are not capable of achieving.
- Provide positive verbal feedback both in training and during the game, never belittle or verbally abuse.
- Encourage players to understand and play fairly within the rules.
- Encourage players to attend coaching sessions to learn the skills and rules of the game.
- Ensure that membership fees, match or tour payments, and paper work is completed correctly and promptly.
- Ensure that your child is correctly prepared and equipped with appropriate footwear, clothing, and equipment for all weather conditions AND they arrive and are collected on time.
- Ensure that your child is fit to train/play and ensure coaches are made aware of any existing injury/medical condition a player has prior to any training/match.
- Respect decisions made by the match officials and encourage the young players to do likewise. Never verbally abuse or publicly criticise young players, match officials, fellow spectators, or any of the coaches – there is no place for "touchline rage" in rugby.

The abuse of match officials will not be tolerated by Nailsea & Backwell RFC.

- Never enter the playing area (the pitch) before, during or after the game EXCEPT at the invitation of the referee. This applies to all parents and spectators.
- **Support your coaches – they are giving up their time to train the young players. If you have any issues with the way the coach is performing talk to them first. Refer any issues to an officer of the club if you remain concerned.**

Players Code of Conduct

The following code of conduct sets out the desired values and behaviours expected from the playing members of Nailsea & Backwell RFC:

Demonstrate knowledge and understanding of rugby's core values of **Teamwork, Respect, Enjoyment, Discipline and Sportsmanship at all times.**

- Appreciate and understand that rugby is a team game whilst valuing the loyalty and commitment of teammates in your squad.
- Encourage and be positive to all players and do not enter into any type of abuse/bullying either on or off the pitch. Treat others as you would like to be treated. Play rugby for your own enjoyment and because you want to - not because other people want you too.
- Regularly attend coaching sessions, work hard to learn the skills of the game, everyone will benefit.
- Learn the laws of the game and play within those laws.
- Respect officials and accept their decisions without dissension.
- Recognise and appreciate the efforts of coaches, officials, parents, and other players.
- Display appropriate sportsmanship, recognise and acknowledge good play by all players.
- Inform a coach, parent, or safeguarding officer of any unacceptable treatment/abuse that you experience or become aware of happening to others.
- Recognise individual and the team's good performance rather than just focusing on results. A good sportsman can win with dignity and lose with grace.
- Ensure you are prepared and equipped with correct footwear, clothing, and equipment for all weather conditions AND arrive on time for training/matches.
- Ensure any injury is reported immediately to the coach. Ensure you are fit to train/play and inform the coach of any existing injury/medical condition prior to any training/match.
- Control your emotions and do not verbally or physically abuse others. Use correct and proper language at all times; no swearing, gesturing, or attitude. Remember reacting abusively to provocation is not acceptable, use your energy to play the game.
- Remember you are a member of Nailsea & Backwell RFC and when travelling to other clubs you are representing them so always behave in a proper manner.
- Members of the Junior Section (U13-U18) are required to wear Club dress code of blue or black shirt & Club tie at official functions and in any Club house after a match.

Dress code for the Mini Section (U6 – U12) is optional.

Remember skill, development, fun and enjoyment are the most important parts of the game, work hard, learn, have fun and enjoy your rugby.

Parents are asked to ensure that their child understands and abides by the above code.

Club Volunteers Code of Conduct

Any volunteer (coach, match officials, committee, helper in any capacity) working with young players within Nailsea & Backwell RFC has a responsibility to all members and their parents/guardians.

This code has been written to inform and remind, all volunteers of their responsibilities and the minimum standards of behaviour required in fulfilling them. Each season every volunteer active in the youth section of Nailsea & Backwell RFC will be asked to acknowledge that they have read, understood and intends to abide by this code.

The primary objective of Nailsea & Backwell RFC Junior Section is to develop skilful players who take with them a lifelong involvement and enjoyment of Rugby Union.

Young players come into Rugby for a variety of reasons and one of the most important aspects of the game is the respect everyone has for each other on and off the pitch. The idea of 'fair play', fun & comradeship, and enjoyment of the game should be a constant reference point for all people involved in the Mini and Junior game. Whilst it is accepted that all players and coaches will be fully committed to winning matches the 'win at all cost' ethos is not acceptable in Junior Rugby Union.

The essence of good ethical conduct and practice is summarised below:

Towards Players:

- Rugby is only part of players lives' so please recognise this and allow for it in the demands made on them.
- A player's needs come before the needs of the game. Rugby can be for everyone,. Do not rely solely on 'star' players (it's not fair on them) and never let any player feel like a 'spare part'. Share match time and coaches' time in training appropriately so that everyone is given opportunities.
- Consider the wellbeing and safety of players before the development of performance. Do not encourage or allow players to play with an injury.
- Develop an appropriate working relationship with players, develop mutual trust and respect. Find out what makes a player tick, know their family and other interests. Be able to spot ways to help them develop as players.
- Never ridicule, or belittle, any player. Provide corrective and informative feedback in a way that is encouraging, positive, and constructive to the player both during training and after matches.
- Encourage players to keep winning and losing in perspective and to develop good sportsmanship. Players should value their own and their teams performance and not just results.
- Recognise that it is important to have fun and enjoyment when training, there is room for laughter as well as effort on the pitch. Promote and encourage these qualities at all times.
- The behaviour of coaches is a key influencer of player safety in children. It is

therefore crucial that coaches, as well as match officials, recognise their responsibility as role models and in setting the right culture, where players understand that their safety comes first.

Volunteers themselves must understand and follow:

Make sure all activities are appropriate to the age, ability, and experience of the players taking part. Find out the facts about child development and the physical, intellectual and emotional capabilities of the age group you work with.

Make sure training areas and pitches are safe and equipment is in good repair and safe to use.

Ensure adequate supervision on and off the pitch.

Adults should not be joining in with players. This applies to **all** age groups.

Promote the positive aspects of the sport (e.g. fair play). Rugby is a potentially dangerous game, which relies on all participants to play it in a spirit of mutual respect. Teach players what that means.

Lead by example. Display consistently high standards of behaviour and appearance yourself. Abusive behaviour will not be tolerated and will lead to disciplinary procedures.

Learn the rules of the game, understand them and abide by them.

Hold the appropriate qualifications and training for your position within the Club. Keep your knowledge and training up to date.

Develop an awareness of healthy lifestyle and physical development as part of overall good practice for players.

Remember you are in a position of trust and should avoid situations and behaviour that would compromise this position. Follow all guidelines laid down by the RFU and the Club

Never condone rule violations, abusive behaviour, and the use of any kind of prohibited substance.

All adults involved with players, under the age of 18 years, must have appropriate DBS clearance via the RFU in accordance with RFU guidelines.

All adults are reminded **never** to put themselves in a position where they could be suspected, or accused, of inappropriate behaviour which may compromise the Safeguarding of Children Policy (e.g. being alone with players behind closed doors; changing rooms/toilets/showers) and must report any incident or suspicion of child abuse (verbal, physical, sexual or neglect) to the Safeguarding Officer or Junior Chairman.

Match Officials:

- Have a responsibility to ensure that games are managed in such a way as to ensure both the safety and enjoyment of all. Equally they should gain the respect from

players, coaches and spectators through the quality of their performance.

- Recognise the importance of fun and enjoyment when officiating young players and emphasise the spirit of the game. Show empathy for the age and ability of the players on the pitch.
- Explain decisions – all young players are still learning.
- Recognise the safety of young players is paramount. Foul play should always be penalised.
- Allow the game to flow whenever possible by playing advantage.
- Be consistent and objective with decisions.
- Ensure that verbal abuse from players, coaches or spectators is not tolerated and is dealt with by club officials immediately.

Equality Policy Statement

Nailsea and Backwell RFC Junior Section along with the RFU recognises the importance of affording equity, equal opportunity and fair treatment to all.

Nailsea and Backwell RFC acknowledges and adopts the following Sport England definition of sports equality:

Sports equality is about fairness in sport, equality of access, recognising inequities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.

- Nailsea and Backwell RFC aims to ensure that all people irrespective of their age, gender, ability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation have a genuine and equal opportunity to participate in rugby at all levels and in all roles. That is, as a player, coach, official, referee, manager, administrator or spectator.
- Everyone has the right to enjoy rugby in an environment free from threat of intimidation, harassment, and abuse.
- Direct discrimination is defined as treating a person less favourably than others are or would be treated in the same or similar circumstances.
- Indirect discrimination occurs when a requirement or condition is applied which, whether intentional or not, adversely affects a considerably larger proportion of people of one race, sex or marital status than another and cannot be justified on grounds other than race, sex or marital status.
- All members, volunteers, players, and parents have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- The club will deal with any incidence of discriminatory behaviour seriously, promptly and in accordance with set procedures.

Anti-Bullying Policy Statement

Nailsea and Backwell RFC Junior Section have adopted the RFU guide lines on anti-bullying, the principles of which are:

- Bullying of any kind is not acceptable within the Club; we are here to provide playing opportunities for all children and young people.
- The Club has a 'telling' culture and anyone who knows that bullying is happening is expected to tell their Club Safeguarding Officers.
- Bullying will be taken seriously, responded to promptly, and procedures followed to deal with the situation.
- It is the responsibility of every adult working/volunteering within the Club to ensure that all young people can enjoy the sport in a safe enjoyable environment.
- Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.
Bullying can be:
 - Emotional – being unfriendly, excluding (emotionally and physically), tormenting (e.g. hiding rugby kit (or other personal possessions), threatening gestures including sending threatening text messages).
 - Physical – pushing, kicking, hitting, punching or any use of violence.
 - Racist – racial taunts, graffiti, gestures.
 - Sexual – unwanted physical contact or sexually abusive comments.
 - Homophobic – because of, or focusing on the issue of sexuality.
 - Verbal – name-calling, sarcasm, spreading rumours, teasing.