



PAVIORS R.F.C.

# PAVIORS RUGBY FOOTBALL CLUB

FOUNDED 1922

*Headquarters and Ground:*

The Ron Rossin Ground

Burntstump Hill, Arnold, Nottingham, NG5 8PQ

Tel: 0115 963 8527

## CODE OF CONDUCT FOR COACHES AND OFFICIALS

Codes of Conduct will ensure that all children and young people and the individuals who work with them will enjoy the game in a safe environment. When working with young people coaches and officials must adopt the following guidance:

1. They must always be publicly open when working with young people. They must avoid situations where the adult and an individual child are alone and/or unobserved, e.g. individual skill session after a team training session. They must work in pairs and never alone with a group or individual.
2. Rugby is a physical game. Situations will occur when, in order to teach or coach certain techniques, it is necessary to make contact with the player. However the following must apply:
  - Parents and young players must be made aware of situations in which this may happen when they join the club.
  - Physical handling must only be used for safety reasons or where there is no other way of coaching the technique and always with the permission of the child/young person and their parent/carer.
3. Any contact or touching which is inappropriate (not directly related to the coaching context) or is aggressive is poor practice and is **unacceptable**.
4. If groups are to be supervised in changing rooms, always ensure that adults work in pairs, and are gender appropriate. Children/young people must not change at the same time or in the same place as adults. Separate changing rooms must be used.
5. Where mixed teams compete away from home they must always be accompanied by at least one male and one female adult.
6. Volunteers and professionals must respect the rights, dignity and worth of all and treat everyone with equality.
7. Coaches must place the wellbeing and safety of the player above the development of performance. This means that coaches must adhere to the following guidelines:
  - Avoid overplaying of players (particularly talented players). All players need and deserve equal opportunity to play and to rest.
  - Remember that children/young people play for fun and enjoyment and that winning is only a part of it. - Motivate youngsters through positive feedback and constructive criticism.
  - Ensure that contact skills are taught in a safe, secure manner paying due regard to the physical development of young players.
  - Never allow young players to train/play when injured. If unsure, err on the side of caution.
  - Ensure equipment and facilities are safe and appropriate to the age and ability of the players.
8. At least one coach per age group must hold a current RFU coaching award or a recognised award. All other coaches should hold a current Rugby Ready and Scrum Factory where appropriate.
9. Coaches must keep up to date with knowledge and technical skills and should be aware of their own limitations. Coaches must only work within the limitations of their knowledge and qualifications.
10. Coaches must ensure that the activities which they direct or advocate are appropriate to the age, maturity and ability of the players.
11. Coaches, managers, volunteers and parents must always promote the positive aspects of their sport (TREDS), and never condone law violations or use of prohibited substances.

12. Coaches and team managers must consistently display high standards of personal behaviour and appearance.
13. Coaches, volunteers and parents must never overtly criticise players or use language or actions which may cause the player to lose self-esteem or confidence.
14. Young people must not be allowed to drink alcohol or encouraged to drink alcohol if they are under the legal age to do so.

## **COACHES' CODE OF ETHICS**

1. All rugby coaches must respect the rights, dignity and worth of every child and young person with whom they work and treat them equally.
2. All rugby coaches must place the physical and emotional wellbeing of all young players above all other considerations, including the development of performance.
3. The relationship that a rugby coach develops with the players with whom they work must be based on mutual trust and respect.
4. All rugby coaches must ensure that all activities undertaken are appropriate to the age, maturity, experience and ability of the players.
5. All rugby coaches will encourage young players to accept responsibility for their own behaviour and performance.
6. All coaches should clarify with the young players (and their parents/carers) what is expected of them both on and off the rugby field and also what they are entitled to expect from the coach.
7. All rugby coaches should work in partnership with others within the game (officials, doctors, physiotherapists, sports scientists) to ensure the wellbeing, safety and enjoyment of all young players.
8. All rugby coaches must promote the positive aspects of the sport e.g. fair play. Violations of the Laws of the Game. Behaviour contrary to the spirit of the Laws of the Game or relevant regulations or the use of prohibited techniques or substances must never be condoned.

## **GOOD PRACTICE GUIDANCE FOR MATCH OFFICIALS**

When refereeing young players, match officials must:

- Recognise the importance of fun and enjoyment when officiating young players.
- Provide verbal feedback in a positive way during games.
- Appreciate the needs of the players.
- Be a positive role model.
- Recognise that safety is paramount.
- Explain decisions – most young players are still learning.
- Never tolerate verbal abuse.

Officials will not:

- Change in the same area as young players.
- Shower with young players – agree a timetable with the coaches.
- Be alone with young players at any time – if a young player comes into the dressing room ensure another adult is present.
- Check studs without the coach being present.
- Administer first aid.
- Allow a young player to continue playing if there are doubts about their fitness.
- Tolerate bad language from young players.
- Engage in any inappropriate contact with young players.
- Give a lift to a player unless there are other young people or adults in the car and the parents are aware of the arrangement.

- Take a younger player to their own house.
- Overtly criticise young players or use language which may cause the player to lose confidence or self-esteem.
- Make sexually explicit remarks to young players.

Officials must always:

Report, in writing, to the Club Safeguarding Officer or CB Safeguarding Manager and/or Society Secretary, behaviour by adults which you feel contravenes RFU Child Protection Policy. This includes:

- Verbal bullying by coaches/parents/spectators.
- Physical abuse by coaches/parents/spectators.
- Inappropriate or aggressive contact by an adult to a young person.
- Verbal abuse directed at the official by young people or adults.

**REMEMBER: The welfare of all young people is paramount.**

Safeguarding Officer:  
Junior Chairman:  
Coaches' Co-ordinator:

Jim McDonald  
Stewart Digweed  
Dave Robinson

Updated August 2018.